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1985 COTH SURVEY OF HOUSESTAFF STIPENDS, BENEFITS, AND FUNDING

December 1985

Department of Teaching Hospitals
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Introduction

The Survey of Housestaff Stipends, Benefits, and Funding is published annually by the Association of American Medical Colleges (AAMC). All 435 members of the AAMC's Council of Teaching Hospitals (COTH) received a questionnaire, reproduced as Appendix A, in April 1985. Responses, either complete or partial, were received from 366 member hospitals, an 84 percent response rate. The distribution of these responses appears as Appendix G.

The report is divided into three sections exploring: data on stipends paid in 1984-85 and projected payments for 1985-86; the health and non-health benefits provided to housestaff and their dependents; and the expenditures on housestaff stipends and benefits in teaching hospitals. Nationwide mean and median data are displayed, and are then aggregated by region, type of affiliated relationship that exists between the hospitals and medical schools, the hospital's ownership, and by specific bedsize categories.

This seventeenth annual publication continues an exploration initiated last year of atypical stipend payments--either remarkably high increases or suprisingly low ones. Information is also included on resident-to-bed ratios for responding hospitals as calculated from 1985 survey data, and data on the distribution of minority residents and fellows.

Many AAMC colleagues assisted in the crafting of this document. Janie Bigelow was invaluable in the development of the report as she entered and edited the data and typed the entire manuscript. Her high standards and professionalism greatly influenced the final product. James Shively of the AAMC's Computer Services was also generous with his expert counsel, patient explanations, and guidance. His technical competence continually guided and enhanced the report. The document was peer reviewed by the professional staff of the Department of Teaching Hospitals. Dick Knapp, Jim Bentley, and Nancy Seline provided thoughtful comments and suggestions that invariably refined and strengthened the report.

The validity of the survey's conclusions is enhanced by the magnitude of the COTH hospitals' response rate, and their cooperation is greatly appreciated. Without all these contributors this document could not have been produced.

Karen Pfordresher
Department of Teaching Hospitals

CHAPTER I

HOUSESTAFF STIPENDS

NATIONWIDE DATA (Tables 1-4)

Analyses of data from the 1985 Survey of Housestaff Stipends, Benefits, and Funding illustrate, once again, a reduction in the annual rate of increase in housestaff stipends. Table 1 displays the average data for the 359 institutions responding to this question, illustrating a mean first-year stipend of $21,462, an increase of $648 over the 1984-85 reported average first-year stipend of $20,814. The increase of $648 is $241 less than the increase reported last year. Table 2 presents the percentage increases by year of training, which further substantiates this over-all reductive trend: a first-year mean increase of 3.1 percent; second-year, 3.2 percent; third-year, 3.1 percent; and fourth-year, 3.0 percent. In constrast, 1981-82 average resident stipend increases averaged 8.0 percent or more for each year of training. However, since that time a continuing decrease has been evident (Appendix A).

On the other hand, a display of "index levels", which compares stipend level increases, illustrates consistent increases in payment levels, averaging six percent for each post-MD year (Table 3). Table 4 adds an additional dimension to this consideration by comparing first to second year reported stipends, making the previous year the "base year" figure. This table considers the matriculating resident who's past stipend was based, for example, on reported 1984-85 data. In reported 1985-86 data for that resident's next year of training, the potential increase from the first to second year could be 10.0 percent on average. This increase includes a step increase (the six percent increase in payment received when entering the next PGY level) and a base increase (the over-all average stipend increases for every PGY year). For example, the first-to-second post-MD year dollar increase in the 1984 survey was $197 more than the same first-to-second year movement indicated in the 1985 survey.

Throughout this report the data are based on responses to the 1985 Survey of Housestaff Stipends, Benefits, and Funding unless otherwised indicated. The 1985 survey included questions asking for 1984-85 data and estimated 1985-86 stipend payments. Therefore, figures for 1984-85 will differ slightly from the 1984-85 data published in last year's report. This report continues a new statistical methodology employed for the first time in the 1984 report, affecting Tables 2, 10,15, 22, and 28. In these tables the comparison of the median housestaff stipend increases is computed as follows: all differences between 1984-85 and 1985-86 stipends are determined for each responding hospital, then the median or middle point of these differences is computed. A parallel method is employed to determine the median of the differences by percentage increase. This differs from a simple calculation of the median stipend payment increase for all respondents as a group, which reports the difference between those two medians over a two-year period. All other tables except those listed above report the difference between the medians, the simpler of the two calculations.

REGIONAL VARIATIONS (Tables 5-10)

Data from reporting institutions are analyzed by geographic region, affiliation relationship, hospital ownership, and bedsize. Table 5 compares median 1985-86 housestaff stipends by region, including data on nationwide stipends in dollars and median percentage increase. As in the past, the Northeastern region reports the highest and the Southern the lowest first-year stipend levels. It is interesting to note that the Western region reports the highest median stipend levels, except for the first-year level, a payment trend that has been evident in the past.

A review of the median percentage increases displayed in Table 5 show the Southern region consistently below the national median, the Midwest slightly lower after year one, and both the West and Northeast generally above the nationwide median, in increases that range from 4.8 to 16.4 percent. A six-year comparison of these regional first-year median stipends is provided in figure 1.

AFFILIATION RELATIONSHIPS (Tables 11-15)

The analyses by affiliation are based on the institution's relationship to the medical schools as reported in the COTH Directory of Educational Programs and Services. Three groups are designated as follows: university-owned, major affiliate, and limited affiliate. The definitions for affiliation are derived from the Accreditation Council for Graduate Medical Education's Directory of Residency Training Programs, but this survey separately identifies the university-owned institutions from other major affiliations, and merges the ACGME categories of "limited", "graduate", and "unaffiliated" under the COTH term, "limited affiliate".

An analysis of data by affiliation relationship shows the "major" affiliated institutions, the majority of institutions responding to this question in this category, generally providing median stipend levels similar to those found nationwide. A more intense affiliation relationship, that of the hospitals that are "university-owned", illustrates consistency in lower median stipend levels over-all, where as those institutions with a "limited" affiliation provide the highest average stipend levels.

Although "limited affiliate" institutions pay the highest first-year stipends, by and large, they compose only 44 of the 359 institutions responding to this question. The majority of these limited affiliates are in the Northeast (21) followed by the Midwest (11) and are either non-profit (23) or church-owned (13) institutions. The distribution by bedsize is relatively equitable, with a slight majority of limited affiliates being hospitals with 400-550 beds (13).

In the past the differential between average first-year stipends paid by university-owned institutions as opposed to those with a limited affiliation were significantly larger. In 1983-84 there was a 5.7 percent differential; in 1984-85 the difference was 7.5 percent; and this year the differential has been reduced to 5.3 percent. Figure 2 illustrates this trend.

HOSPITAL OWNERSHIP (Tables 16-22)

The following categories are used to distinguish hospital ownership for the purposes of this survey: state-owned, municipally-owned (including county, city, and district hospitals), church-owned, other non-profit, and Veterans Administration hospitals. As in the past, state and municipally-owned hospitals had somewhat lower stipend levels than other institutions. These two ownership categories paid approximately $600 less to first-year residents than did VA hospitals, and about $1,200 less than did church-owned or other non-profit institutions.

BEDSIZE GROUPINGS (Tables 23-28)

The difference in first-year stipend levels as arrayed by bed size categories does not show variation, but rather consistency, with reported increases within 3.4 percent of the nationwide mean.

ATYPICAL INCREASES IN HOUSESTAFF STIPENDS (Tables 29-31)

To futher explore a phenomena that was examined last year, this report arrays housestaff stipend data by atypical increases in stipend levels. The cohorts determined for anaylsis were institutions that indicated increases in the first three residency years greater than seven percent; decreases in the first three residency years less than three percent; and institutions that reported no increase or a decrease in stipend level for all of the first three postgraduate years.

In 1984-85, 45 hospitals, predominantly university- and state-owned, indicated an atypically large increase. This year 12 institutions (3.57%) so indicated. These 12 hospitals were in the same ownership and affiliation category as last year and similarily were predominantly in the Northeast. None of the 45 hospitals which last year indicated a large increase indicated an atypically low increase this year, and none were included in those institutions indicating an atypically high increase in 1985-86.

The total number of hospitals indicating atypically low increases (58) is smaller than hospitals so reporting last year (71). Fifty-two of the 58 responding hospitals planned to freeze their stipend levels. One hospital reported a decrease in stipends for all postgraduate years. The 53 institutions that indicated they will not increase their 1985-86 stipends include 17 of the 43 institutions that did not increase their stipends in 1984-85, or 39.54 percent. This means that for 17 responding institutions, stipends have not increased since academic year 1983-84.

METROPOLITAN AREA DATA (Tables 32-53)

Those metropolitan areas with sufficient numbers (4 or more) of COTH members responding to the 1985 survey are presented for comparative purposes. The tables illustrate these areas' mean first year stipend levels compared to the nationwide mean, as well as each area's lowest and highest reported stipend level. Table 32 illustrates the mean first-year stipend for these metropolitan areas indexed to the national mean stipend for the same postgraduate year. No table is represented for areas where all responding residency programs are integrated, with all residents therefore paid the same amount.

The metropolitan areas and number of respondents follow:

Akron-Youngstown-Canton	6
Baltimore	8
Boston	10
Chicago	14
Cincinnati	4
Cleveland	5
Dallas	5
Detroit	10
District of Columbia	7
Hartford	6
Indianapolis	4
Long Island	5
Los Angeles	8
Milwaukee	6
New York	26
Philadelphia	15
Pittsburgh	9
Providence	4
San Francisco	5
St. Louis	7

AMBULATORY CARE TRAINING (Table 54)

This year's questionnaire asked hospitals whether "the proportion of time residents were assigned to ambulatory care training sites changed in 1984-85?" Respondents were directed to indicate in which specialties such training increased or decreased. Data show that 52 programs indicated an increase in ambulatory care training for residents in internal medicine, or 15.9 percent of those responding to the question. The total number of institutional programs reported to have an increase in their ambulatory care training was 124.

VOLUNTEER OR UNPAID RESIDENTS

Respondents were asked to indicate whether or not they "offer any positions to 'volunteer' (unpaid) residents who do not receive funding from any source, including patient fees." An audit of a sample of positive responses to this question revealed that many institutions indicating such positions were available, reported some on-duty positions that were actually filled by individuals in fellowship programs, and some positions that were not, in fact, "unpaid" but rather funded from a source external to the institution, e.g., the military, a foreign country or the public health service. Nevertheless, the preliminary data is interesting. Approximately 173 "non-funded residents" were reported to be on-duty in 1984-85 in 48 institutions. A total of 64 institutions indicated that they offer positions for volunteer residents, but 16 of these institutions reported none on-duty in 1984-85.

Table 1

Nationwide Housestaff Stipends for 1985-86 and 1984-85,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1985-86			
1st Post-MD Year	336	$20,193	$21,118	$21,462	$22,418
2nd Post-MD Year	337	21,225	22,536	22,900	23,941
3rd Post-MD Year	337	22,300	23,783	24,184	25,194
4th Post-MD Year	336	23,300	24,926	25,405	26,495
5th Post-MD Year	326	24,300	26,082	26,645	28,160
6th Post-MD Year	261	25,300	27,312	27,913	29,897
		1984-85			
1st Post-MD Year	359	$19,590	$20,580	$20,814	$21,583
2nd Post-MD Year	359	20,646	21,828	22,197	23,100
3rd Post-MD Year	359	21,600	23,008	23,448	24,300
4th Post-MD Year	356	22,605	24,200	24,675	25,725
5th Post-MD Year	346	23,600	25,324	25,863	27,175
6th Post-MD Year	279	24,500	26,600	27,080	29,013

Table 2

Mean and Median Stipend Increases Nationwide, by Year of Training
1985-86 Compared with 1984-85

	Dollar Increases		Percentage Increases	
Year of Training	Median	Mean	Median	Mean
1st Post-MD Year	$716	$648	3.5%	3.1%
2nd Post-MD Year	795	703	3.5	3.2
3rd Post-MD Year	800	736	3.5	3.1
4th Post-MD Year	800	730	3.5	3.0
5th Post-MD Year	805	782	3.4	3.0
6th Post-MD Year	857	833	3.3	3.1

Table 3

Index Values for Average Nationwide Housestaff Stipends for 1985-86,
By Year of Training

Year of Training	Index Value: 1985-86 Median	Mean
1st Post-MD Year	1.00	1.00
2nd Post-MD Year	1.07	1.07
3rd Post-MD Year	1.13	1.13
4th Post-MD Year	1.18	1.18
5th Post-MD Year	1.24	1.24
6th Post-MD Year	1.29	1.30

* The index value is computed by dividing the median and mean stipends in each year by the median and mean stipends in the 1st Post-MD Year (the base year).

Table 4

Dollar and Percentage Increases in Nationwide Median Housestaff Stipends
Received By a Cohort of Residents

Year of Training		Dollar Increases		Percentage Increases	
1984-85	1985-86	Median	Mean	Median	Mean
1st Post-MD Yr to 2nd Post-MD Yr*		$1,956	$2,086	9.5%	10.0%
2nd Post-MD Yr to 3rd Post-MD Yr		1,955	1,987	9.0	9.0
3rd Post-MD Yr to 4th Post-MD Yr		1,918	1,957	8.3	8.3
4th Post-MD Yr to 5th Post-MD Yr		1,882	1,970	7.8	8.0
5th Post-MD Yr to 6th Post-MD Yr		1,988	2,050	7.9	7.9

* In other words, when a 1984-85 first year resident moved ahead to the second year in the program, that resident received an average 10.0 percent increase because both a step increase and a base stipend increase took effect.

Table 5

A Comparison of Median Housestaff Stipends for 1985-86,
By Year of Training and Geographic Region

Year of Training	Northeastern	Southern	Midwestern	Western	Nationwide
	1985-86 Median Stipend, by Region				
1st Post-MD Year	$22,297	$19,860	$21,118	$20,985	$21,118
2nd Post-MD Year	23,800	20,740	22,067	23,941	22,536
3rd Post-MD Year	24,926	21,440	23,065	25,938	23,783
4th Post-MD Year	26,250	22,421	24,211	28,101	24,926
5th Post-MD Year	27,700	23,285	25,300	30,035	26,082
6th Post-MD Year	29,395	24,578	26,300	31,790	27,312
	1985-86 Median Stipend as Percent of Nationwide Median, by Region				
1st Post-MD Year	105.6%	94.0%	100.0%	99.4%	100.0%
2nd Post-MD Year	105.6	92.0	97.9	106.2	100.0
3rd Post-MD Year	104.8	90.1	97.0	109.1	100.0
4th Post-MD Year	105.3	90.0	97.1	112.7	100.0
5th Post-MD Year	106.2	89.3	97.0	115.2	100.0
6th Post-MD Year	107.6	90.0	96.3	116.4	100.0

Figure 1:
First Post–M.D. Year Median Salary Data: A Six Year Comparison by Region

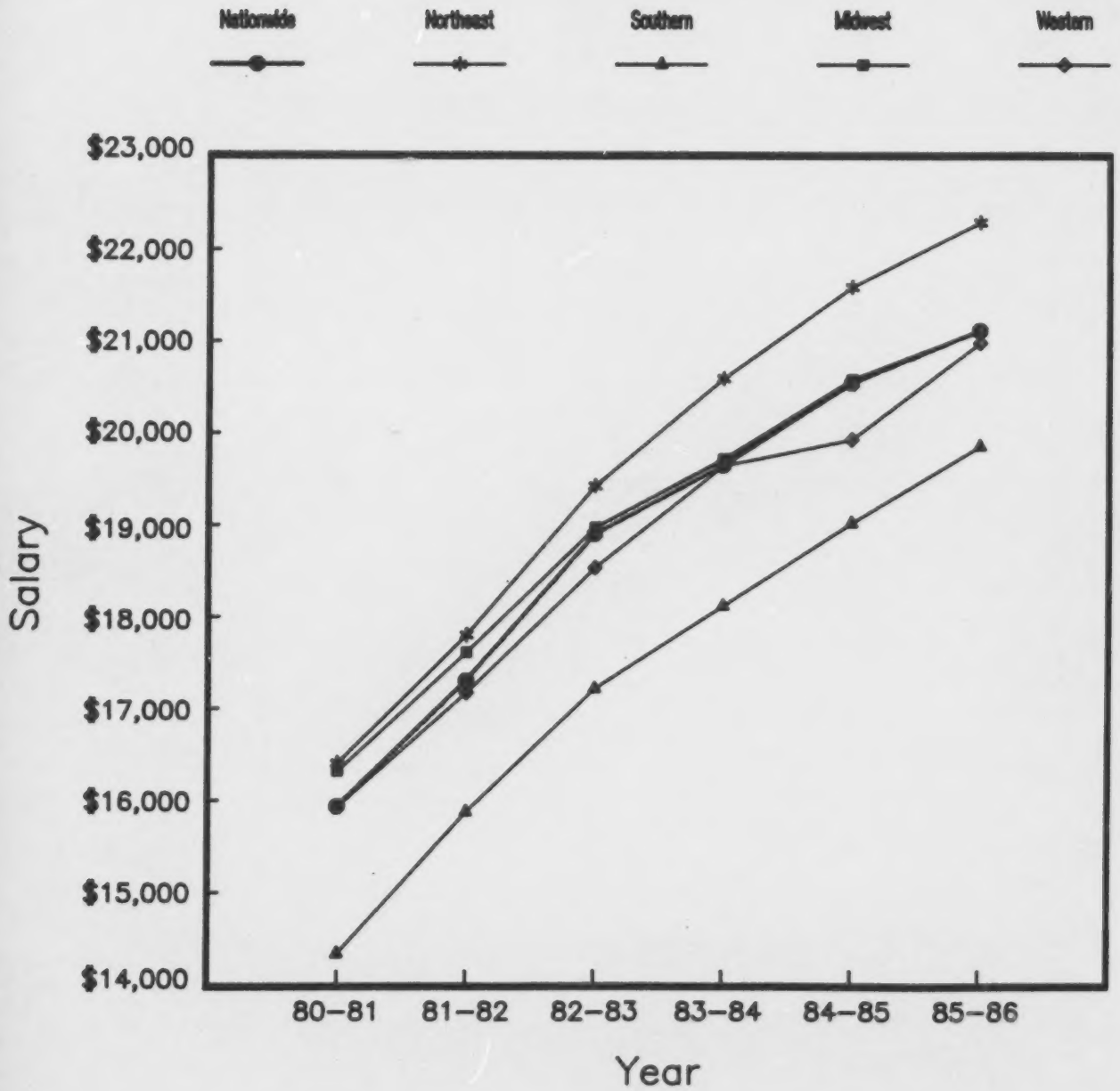


Table 6

Northeastern Region: Housestaff Stipends for 1985-86 and 1984-85,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1985-86		
1st Post-MD Year	137	$21,094	$22,297	$22,684	$23,662
2nd Post-MD Year	138	22,400	23,800	24,265	25,361
3rd Post-MD Year	138	23,740	24,926	25,724	26,960
4th Post-MD Year	137	25,116	26,250	27,024	28,236
5th Post-MD Year	133	26,518	27,700	28,377	29,324
6th Post-MD Year	106	27,890	29,395	29,816	31,600
			1984-85		
1st Post-MD Year	145	$20,411	$21,400	$21,921	$23,000
2nd Post-MD Year	146	21,757	22,800	23,408	24,586
3rd Post-MD Year	146	22,940	24,000	24,809	26,052
4th Post-MD Year	145	24,179	25,234	26,115	27,539
5th Post-MD Year	141	25,515	26,800	27,373	28,932
6th Post-MD Year	112	26,664	28,447	28,826	30,450

Table 7

Southern Region: Housestaff Stipends for 1985-86 and 1984-85,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1985-86			
1st Post-MD Year	69	$19,000	$19,860	$19,600	$20,291
2nd Post-MD Year	69	19,914	20,740	20,653	21,464
3rd Post-MD Year	69	20,633	21,440	21,623	22,572
4th Post-MD Year	69	21,700	22,421	22,647	23,762
5th Post-MD Year	68	22,500	23,285	23,676	25,173
6th Post-MD Year	57	23,140	24,578	24,507	25,744
		1984-85			
1st Post-MD Year	71	$18,500	$19,000	$18,986	$19,780
2nd Post-MD Year	71	19,300	20,055	19,993	20,872
3rd Post-MD Year	71	20,000	20,964	20,932	21,860
4th Post-MD Year	70	20,880	21,884	21,936	23,003
5th Post-MD Year	70	21,500	23,040	22,916	24,067
6th Post-MD Year	59	22,500	23,684	23,694	24,860

Table 8

Midwestern Region: Housestaff Stipends for 1985-86 and 1984-85,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1985-86			
1st Post-MD Year	94	$20,300	$21,118	$21,085	$21,630
2nd Post-MD Year	94	21,200	22,067	22,129	22,783
3rd Post-MD Year	94	22,208	23,065	23,145	23,800
4th Post-MD Year	94	23,218	24,211	24,187	24,995
5th Post-MD Year	89	24,200	25,300	25,202	26,075
6th Post-MD Year	66	24,618	26,300	26,221	27,312
		1984-85			
1st Post-MD Year	104	$19,800	$20,580	$20,579	$21,118
2nd Post-MD Year	103	20,795	21,612	21,593	22,200
3rd Post-MD Year	103	21,780	22,692	22,595	23,250
4th Post-MD Year	102	22,900	23,708	23,622	24,400
5th Post-MD Year	96	23,606	24,825	24,649	25,300
6th Post-MD Year	74	24,306	25,919	25,652	26,433

Table 9

Western Region: Housestaff Stipends for 1985-86 and 1984-85,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1985-86			
1st Post-MD Year	36	$20,202	$20,985	$21,367	$22,575
2nd Post-MD Year	36	22,251	23,941	23,990	25,300
3rd Post-MD Year	36	24,000	25,938	25,899	27,700
4th Post-MD Year	36	25,585	28,101	27,709	29,900
5th Post-MD Year	36	27,085	30,035	29,427	31,644
6th Post-MD Year	32	28,392	31,790	31,166	33,355
		1984-85			
1st Post-MD Year	39	$19,598	$20,395	$20,658	$21,348
2nd Post-MD Year	39	21,400	23,232	23,270	24,802
3rd Post-MD Year	39	23,000	25,400	25,185	26,874
4th Post-MD Year	39	24,675	27,400	26,994	28,959
5th Post-MD Year	39	26,250	29,200	28,682	30,989
6th Post-MD Year	34	27,300	30,600	30,314	33,088

Table 10

Mean and Median Stipend Increases by Region and Year of Training
1985-86 Compared with 1984-85

Dollar Increases, by Region

	Northeastern		Southern		Midwestern		Western	
Year of Training	Median	Mean	Median	Mean	Median	Mean	Median	Mean
1st Post-MD Year	$ 800	$ 763	$588	$614	$600	$506	$776	$709
2nd Post-MD Year	873	857	605	660	600	536	826	720
3rd Post-MD Year	900	915	633	691	615	550	875	714
4th Post-MD Year	942	909	649	711	640	565	840	715
5th Post-MD Year	1,000	1,004	691	760	652	553	882	745
6th Post-MD Year	1,018	990	722	813	748	569	926	852

Percentage Increases, by Region

1st Post-MD Year	4.0%	3.5%	3.0%	3.2%	3.0%	2.5%	4.0%	3.4%
2nd Post-MD Year	4.0	3.7	3.0	3.3	3.0	2.5	4.0	3.1
3rd Post-MD Year	4.0	3.7	3.0	3.3	2.9	2.4	4.0	2.8
4th Post-MD Year	3.9	3.5	3.0	3.2	2.9	2.3	3.0	2.6
5th Post-MD Year	4.0	3.7	3.0	3.3	2.6	2.2	3.0	2.6
6th Post-MD Year	3.9	3.4	3.0	3.4	2.9	2.2	3.0	2.8

Table 11

A Comparison of Median Housestaff Stipends for 1985-86,
By Year of Training and Hospital Affiliation

Year of Training	University-Owned	Major Affiliate	Limited Affiliate	Nationwide
	1985-86 Median Stipend, by Affiliation Relationship			
1st Post-MD Year	$20,500	$21,119	$21,630	$21,118
2nd Post-MD Year	21,690	22,538	23,100	22,536
3rd Post-MD Year	22,982	23,783	24,419	23,783
4th Post-MD Year	24,384	24,995	25,610	24,926
5th Post-MD Year	25,575	26,100	27,000	26,082
6th Post-MD Year	26,820	27,425	27,894	27,312
	1985-86 Median Stipend as Percent of Nationwide Median, by Affiliation Relationship			
1st Post-MD Year	97.1%	100.0%	102.4%	100.0%
2nd Post-MD Year	96.2	100.0	102.5	100.0
3rd Post-MD Year	96.6	100.0	102.7	100.0
4th Post-MD Year	97.8	100.3	102.7	100.0
5th Post-MD Year	98.1	100.1	103.5	100.0
6th Post-MD Year	98.2	100.4	102.1	100.0

Figure 2:
First Post–M.D. Year Median Salary Data: A Six Year Comparison by Affiliation

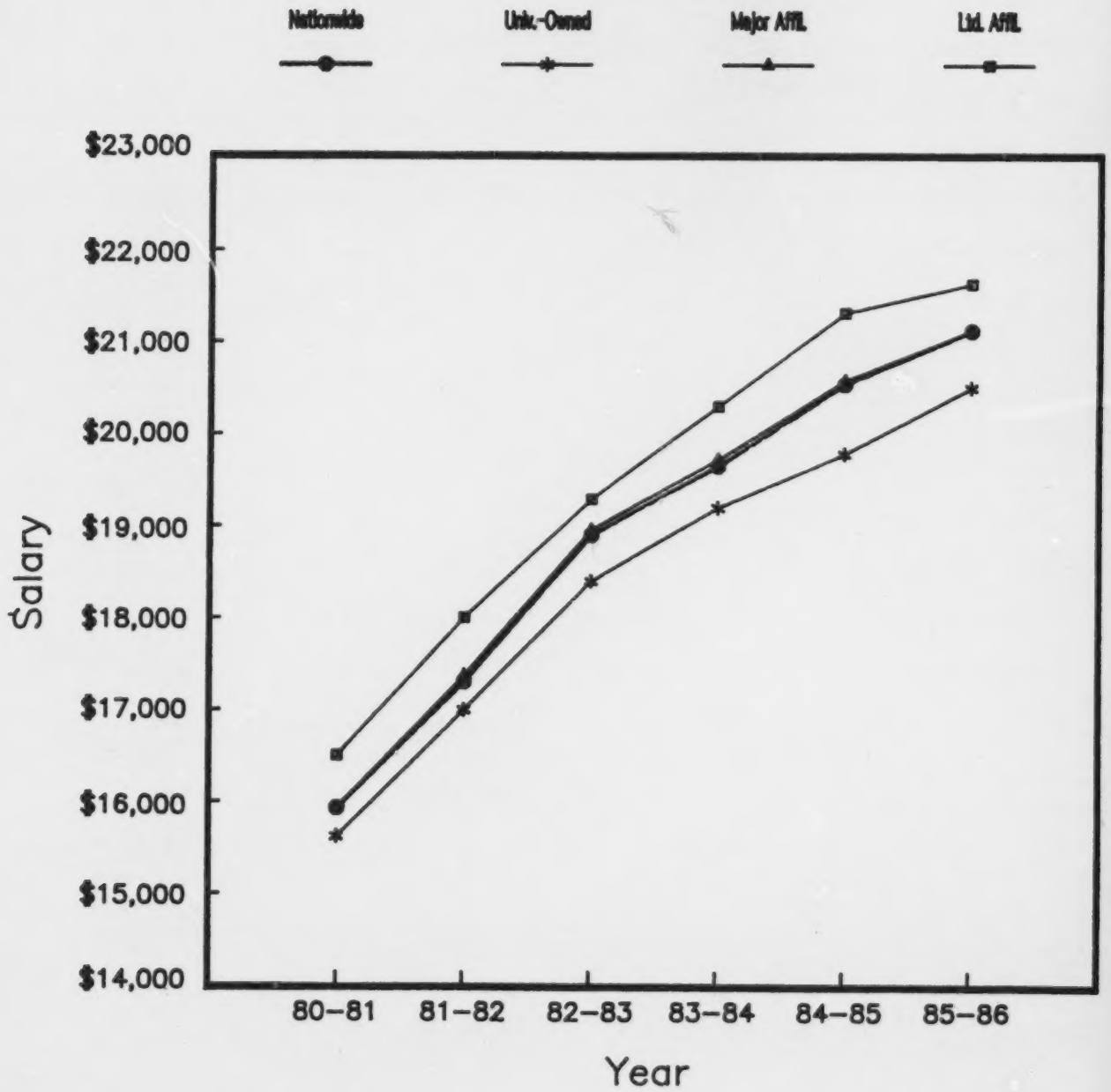


Table 12

University-Owned Hospitals: Housestaff Stipends for 1985-86 and 1984-85, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1985-86			
1st Post-MD Year	48	$19,992	$20,500	$20,857	$21,534
2nd Post-MD Year	48	20,900	21,690	22,225	23,100
3rd Post-MD Year	48	21,808	22,982	23,414	24,310
4th Post-MD Year	48	22,900	24,384	24,652	25,657
5th Post-MD Year	48	23,900	25,575	25,881	27,109
6th Post-MD Year	44	24,801	26,820	26,968	28,400
		1984-85			
1st Post-MD Year	51	$19,149	$20,000	$20,153	$21,035
2nd Post-MD Year	51	20,214	21,370	21,504	22,700
3rd Post-MD Year	51	21,285	22,542	22,692	23,950
4th Post-MD Year	51	22,222	23,708	23,920	25,234
5th Post-MD Year	51	23,300	25,070	25,118	26,595
6th Post-MD Year	47	24,079	26,208	26,185	28,025

Table 13

Major Affiliate: Housestaff Stipends for 1985-86 and 1984-85,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1985-86		
1st Post-MD Year	238	$20,255	$21,119	$21,523	$22,470
2nd Post-MD Year	238	21,300	22,538	22,965	24,014
3rd Post-MD Year	238	22,300	23,783	24,254	25,266
4th Post-MD Year	236	23,288	24,995	25,460	26,600
5th Post-MD Year	227	24,300	26,100	26,680	28,216
6th Post-MD Year	187	25,200	27,425	28,005	30,000
			1984-85		
1st Post-MD Year	255	$19,606	$20,580	$20,865	$21,750
2nd Post-MD Year	255	20,636	21,800	22,238	23,039
3rd Post-MD Year	255	21,600	23,000	23,477	24,250
4th Post-MD Year	251	22,600	24,191	24,691	25,600
5th Post-MD Year	241	23,592	25,290	25,862	27,060
6th Post-MD Year	200	24,444	26,447	27,114	28,920

Table 14

Limited Affiliate: Housestaff Stipends for 1985-86 and 1984-85,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1985-86			
1st Post-MD Year	39	$20,571	$21,630	$21,526	$22,500
2nd Post-MD Year	40	21,420	23,100	22,975	23,800
3rd Post-MD Year	40	22,480	24,419	24,244	25,000
4th Post-MD Year	41	23,600	25,610	25,553	26,442
5th Post-MD Year	40	24,600	27,000	26,966	28,176
6th Post-MD Year	24	26,000	27,894	28,133	29,700
		1984-85			
1st Post-MD Year	42	$19,780	$21,216	$21,012	$21,819
2nd Post-MD Year	43	20,924	22,630	22,447	23,268
3rd Post-MD Year	43	22,110	23,796	23,748	24,768
4th Post-MD Year	44	23,199	25,189	25,078	26,244
5th Post-MD Year	44	24,273	26,400	26,358	27,756
6th Post-MD Year	26	25,575	27,800	27,738	29,692

Table 15

Mean and Median Stipend Increases by Hospital Affiliation Relationship and Year of Training
1985-86 Compared with 1984-85

	University-Owned		Major Affiliate		Limited Affiliate	
Year of Training	Median	Mean	Median	Mean	Median	Mean
Dollar Increases, by Affiliation Relationship						
1st Post-MD Year	$800	$704	$717	$658	$700	$514
2nd Post-MD Year	801	721	800	727	662	528
3rd Post-MD Year	877	722	806	777	716	496
4th Post-MD Year	901	732	806	769	750	475
5th Post-MD Year	983	763	812	818	778	608
6th Post-MD Year	991	783	881	891	752	395
Percentage Increases, by Affiliation Relationship						
1st Post-MD Year	4.0%	3.5%	3.5%	3.2%	3.3%	2.4%
2nd Post-MD Year	3.9	3.4	3.5	3.3	3.0	2.4
3rd Post-MD Year	4.0	3.2	3.5	3.3	3.0	2.1
4th Post-MD Year	3.9	3.1	3.5	3.1	3.0	1.9
5th Post-MD Year	3.8	3.0	3.4	3.2	3.0	2.3
6th Post-MD Year	3.9	3.0	3.3	3.3	3.0	1.4

Table 16

A Comparison of Median Housestaff Stipends for 1985-86,
By Year of Training and Hospital Ownership

Year of Training	State-Owned	Municipally-Owned	Church-Owned	Other, Nonprofit	Veterans Administration	Nationwide
	1985-86 Median Stipend, by Hospital Ownership					
1st Post-MD Year	$20,179	$20,164	$21,400	$21,408	$20,850	$21,118
2nd Post-MD Year	21,420	21,384	22,756	22,760	22,039	22,536
3rd Post-MD Year	22,501	22,660	23,850	24,000	23,100	23,783
4th Post-MD Year	23,762	24,800	25,200	25,363	24,118	24,926
5th Post-MD Year	25,054	25,707	26,210	26,800	25,300	26,082
6th Post-MD Year	25,744	27,425	27,312	28,200	26,453	27,312
	1985-86 Median Stipend as Percent of Nationwide Median, by Hospital Ownership					
1st Post-MD Year	95.6%	95.5%	101.3%	101.4%	98.7%	100.0%
2nd Post-MD Year	95.0	94.9	101.0	101.0	97.8	100.0
3rd Post-MD Year	94.6	95.3	100.3	100.9	97.1	100.0
4th Post-MD Year	95.3	99.5	101.1	101.8	96.8	100.0
5th Post-MD Year	96.1	98.6	100.5	102.8	97.0	100.0
6th Post-MD Year	94.3	100.4	100.0	103.3	96.9	100.0

Figure 3:
First Post–M.D. Year Median Salary Data: A Six Year Comparison by Type of Ownership

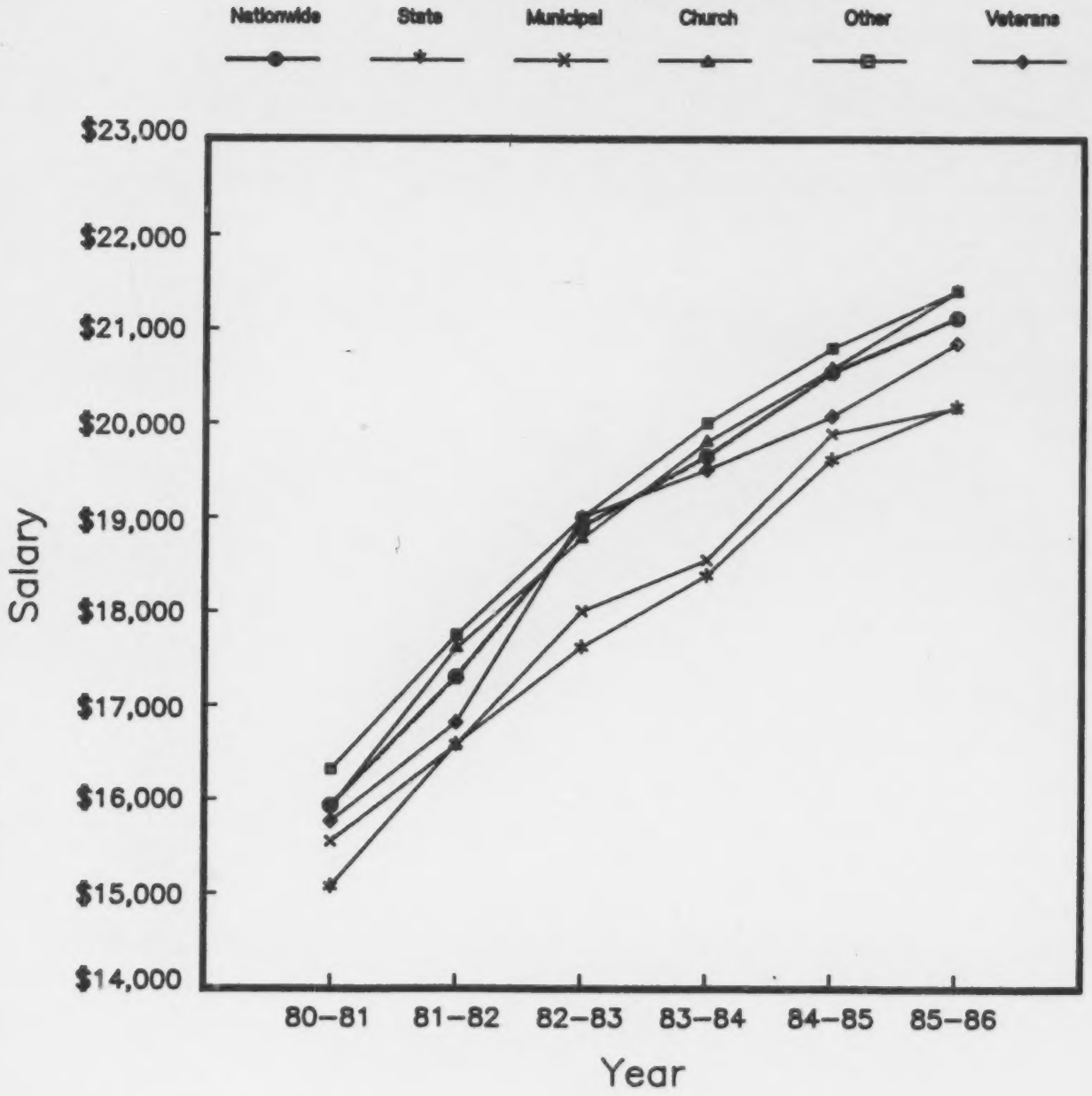


Table 17

State-Owned Hospitals: Housestaff Stipends for 1985-86 and 1984-85,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1985-86			
1st Post-MD Year	36	$19,521	$20,179	$20,459	$20,985
2nd Post-MD Year	36	20,671	21,420	21,774	22,439
3rd Post-MD Year	36	21,400	22,501	22,936	23,500
4th Post-MD Year	36	22,278	23,762	24,120	24,650
5th Post-MD Year	36	23,100	25,054	25,307	25,900
6th Post-MD Year	34	24,192	25,744	26,288	27,150
		1984-85			
1st Post-MD Year	39	$18,900	$19,700	$19,773	$20,200
2nd Post-MD Year	39	20,112	20,800	21,067	21,800
3rd Post-MD Year	39	21,072	21,900	22,240	23,100
4th Post-MD Year	39	22,051	23,148	23,419	24,600
5th Post-MD Year	39	23,043	24,324	24,566	25,950
6th Post-MD Year	37	23,850	25,500	25,559	27,050

Table 18

Municipally-Owned Hospitals: Housestaff Stipends for 1985-86 and 1984-85, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1985-86			
1st Post-MD Year	27	$19,800	$20,164	$20,727	$22,418
2nd Post-MD Year	27	20,460	21,384	22,560	24,802
3rd Post-MD Year	27	21,119	22,660	23,928	26,874
4th Post-MD Year	27	21,964	24,800	25,175	28,400
5th Post-MD Year	26	22,808	25,707	26,340	29,324
6th Post-MD Year	25	23,800	27,425	27,551	30,051
		1984-85			
1st Post-MD Year	31	$18,900	$19,800	$20,244	$21,758
2nd Post-MD Year	31	19,819	21,796	22,060	24,726
3rd Post-MD Year	31	20,504	22,820	23,458	26,874
4th Post-MD Year	30	21,300	23,805	24,677	28,447
5th Post-MD Year	30	22,000	25,043	25,820	29,324
6th Post-MD Year	28	22,964	26,244	26,934	30,051

Table 19

Church-Owned Hospitals: Housestaff Stipends for 1985-86 and 1984-85, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1985-86			
1st Post-MD Year	45	$20,860	$21,400	$21,762	$22,422
2nd Post-MD Year	45	22,000	22,756	23,069	23,800
3rd Post-MD Year	45	23,000	23,850	24,332	24,900
4th Post-MD Year	45	24,000	25,200	25,436	26,000
5th Post-MD Year	44	24,600	26,210	26,558	27,884
6th Post-MD Year	26	25,660	27,312	27,665	29,444
		1984-85			
1st Post-MD Year	46	$19,992	$20,600	$21,055	$21,965
2nd Post-MD Year	46	20,800	21,921	22,303	23,025
3rd Post-MD Year	46	21,886	23,050	23,504	24,000
4th Post-MD Year	46	23,199	24,350	24,659	25,200
5th Post-MD Year	45	24,329	25,272	25,772	26,805
6th Post-MD Year	28	24,912	26,300	26,890	28,447

Table 20

Other, Nonprofit Hospitals: Housestaff Stipends for 1985-86 and 1984-85, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1985-86		
1st Post-MD Year	166	$20,592	$21,408	$21,736	$22,500
2nd Post-MD Year	167	21,818	22,760	23,187	23,993
3rd Post-MD Year	167	23,000	24,000	24,481	25,194
4th Post-MD Year	166	24,100	25,363	25,733	26,500
5th Post-MD Year	158	25,290	26,800	27,046	28,190
6th Post-MD Year	120	26,600	28,200	28,716	30,326
			1984-85		
1st Post-MD Year	174	$20,030	$20,806	$21,077	$21,750
2nd Post-MD Year	174	21,365	22,047	22,466	23,100
3rd Post-MD Year	174	22,314	23,400	23,725	24,300
4th Post-MD Year	172	23,400	24,675	25,002	25,788
5th Post-MD Year	163	24,400	25,896	26,253	27,300
6th Post-MD Year	123	25,800	27,300	27,813	29,740

Table 21

Veterans Administration Hospitals: Housestaff Stipends for 1985-86 and 1984-85, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1985-86			
1st Post-MD Year	58	$19,938	$20,850	$21,299	$22,400
2nd Post-MD Year	58	20,952	22,039	22,669	23,826
3rd Post-MD Year	58	21,819	23,100	23,941	25,314
4th Post-MD Year	58	22,660	24,118	25,156	26,814
5th Post-MD Year	58	23,620	25,300	26,371	28,678
6th Post-MD Year	54	24,390	26,453	27,396	29,514
		1984-85			
1st Post-MD Year	65	$19,252	$20,075	$20,746	$21,711
2nd Post-MD Year	65	20,210	21,300	22,039	23,060
3rd Post-MD Year	65	21,200	22,430	23,251	24,132
4th Post-MD Year	65	22,170	23,707	24,422	25,234
5th Post-MD Year	65	23,100	24,700	25,570	27,074
6th Post-MD Year	61	23,790	25,566	26,659	28,215

Table 22

Mean and Median Stipend Increases by Hospital Ownership and Year of Training
1985-86 Compared with 1984-85

Year of Training	State-Owned		Municipally-Owned		Church-Owned		Other, Nonprofit		Veterans Administration	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean
Dollar Increases, by Hospital Ownership										
1st Post-MD Year	$752	$686	$717	$483	$714	$707	$777	$659	$560	$553
2nd Post-MD Year	827	707	769	500	770	766	800	721	560	630
3rd Post-MD Year	877	696	700	470	801	828	800	756	637	690
4th Post-MD Year	901	701	688	498	702	777	800	731	677	734
5th Post-MD Year	985	741	670	520	800	786	882	793	700	801
6th Post-MD Year	962	729	753	617	860	775	900	903	754	737
Percentage Increases, by Hospital Ownership										
1st Post-MD Year	4.0%	3.5%	3.5%	2.4%	3.5%	3.4%	3.5%	3.1%	2.9%	2.7%
2nd Post-MD Year	4.0	3.4	3.5	2.3	3.5	3.4	3.7	3.2	3.0	2.9
3rd Post-MD Year	4.0	3.1	3.5	2.0	3.5	3.5	3.5	3.2	3.0	3.0
4th Post-MD Year	4.0	3.0	3.0	2.0	3.0	3.2	3.5	2.9	3.0	3.0
5th Post-MD Year	4.0	3.0	3.0	2.0	3.1	3.0	3.4	3.0	3.0	3.1
6th Post-MD Year	3.9	2.9	3.0	2.3	3.3	2.9	3.3	3.2	3.0	2.8

Table 23

A Comparison of Median Housestaff Stipends for 1985-86,
By Year of Training and Hospital Bed Size

Year of Training	399 or Fewer	400-549	550-699	700 or More	Nationwide
	1985-86 Median Stipend, by Hospital Bed Size				
1st Post-MD Year	$20,900	$21,118	$21,441	$21,192	$21,118
2nd Post-MD Year	22,386	22,536	22,783	22,488	22,536
3rd Post-MD Year	23,600	23,658	24,128	23,600	23,783
4th Post-MD Year	24,768	24,900	25,210	24,800	24,926
5th Post-MD Year	26,016	26,082	26,740	26,075	26,082
6th Post-MD Year	27,186	27,474	28,251	27,050	27,312
	1985-86 Median Stipend as Percent of Nationwide Median, by Hospital Bed Size				
1st Post-MD Year	99.0%	100.0%	101.5%	100.4%	100.0%
2nd Post-MD Year	99.3	100.0	101.1	99.8	100.0
3rd Post-MD Year	99.2	99.5	101.5	99.2	100.0
4th Post-MD Year	99.4	99.9	101.1	99.5	100.0
5th Post-MD Year	99.7	100.0	102.5	100.0	100.0
6th Post-MD Year	99.5	100.6	103.4	99.0	100.0

Table 24

Hospitals with 399 or Fewer Beds: Housestaff Stipends for 1985-86 and 1984-85, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1985-86		
1st Post-MD Year	84	$20,193	$20,900	$21,109	$22,000
2nd Post-MD Year	85	21,300	22,386	22,653	23,800
3rd Post-MD Year	85	22,300	23,600	23,880	24,975
4th Post-MD Year	85	23,500	24,768	25,167	26,297
5th Post-MD Year	81	24,352	26,016	26,471	28,000
6th Post-MD Year	67	25,300	27,186	27,668	29,420
			1984-85		
1st Post-MD Year	91	$19,500	$20,283	$20,458	$21,321
2nd Post-MD Year	92	20,646	21,600	21,904	22,866
3rd Post-MD Year	92	21,600	22,720	23,116	24,000
4th Post-MD Year	92	22,900	24,000	24,386	25,234
5th Post-MD Year	88	23,606	25,070	25,600	27,000
6th Post-MD Year	74	24,500	26,373	26,733	28,025

Table 25

Hospitals with 400-549 Beds: Housestaff Stipends for 1985-86 and 1984-85, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1985-86		
1st Post-MD Year	93	$20,200	$21,118	$21,396	$22,470
2nd Post-MD Year	93	21,100	22,536	22,759	23,850
3rd Post-MD Year	93	22,100	23,658	24,011	25,030
4th Post-MD Year	92	23,150	24,900	25,219	26,368
5th Post-MD Year	89	23,918	26,082	26,391	27,925
6th Post-MD Year	65	24,618	27,474	27,691	29,897
			1984-85		
1st Post-MD Year	100	$19,425	$20,594	$20,692	$21,525
2nd Post-MD Year	99	20,450	21,828	22,025	23,039
3rd Post-MD Year	99	21,500	23,000	23,231	24,209
4th Post-MD Year	97	22,600	24,300	24,475	25,725
5th Post-MD Year	92	23,400	25,300	25,599	27,024
6th Post-MD Year	68	23,597	26,447	26,699	29,060

Table 26

Hospitals with 550-699 Beds: Housestaff Stipends for 1985-86 and 1984-85, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1985-86		
1st Post-MD Year	61	$20,600	$21,441	$21,685	$22,401
2nd Post-MD Year	61	21,515	22,783	23,095	24,024
3rd Post-MD Year	61	22,660	24,128	24,421	25,194
4th Post-MD Year	61	24,000	25,210	25,675	26,442
5th Post-MD Year	59	25,000	26,740	27,017	28,225
6th Post-MD Year	46	25,919	28,251	28,507	30,200
			1984-85		
1st Post-MD Year	64	$19,770	$20,850	$21,017	$21,500
2nd Post-MD Year	64	20,800	22,017	22,388	23,100
3rd Post-MD Year	64	21,900	23,295	23,702	24,360
4th Post-MD Year	63	23,100	24,450	24,947	25,878
5th Post-MD Year	62	24,273	25,900	26,246	27,240
6th Post-MD Year	49	25,500	27,338	27,628	29,013

Table 27

Hospitals with 700 or More Beds: Housestaff Stipends for 1985-86 and 1984-85, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1985-86		
1st Post-MD Year	98	$20,106	$21,192	$21,689	$22,800
2nd Post-MD Year	98	21,214	22,488	23,127	24,500
3rd Post-MD Year	98	22,152	23,600	24,464	25,900
4th Post-MD Year	98	23,148	24,800	25,619	27,500
5th Post-MD Year	97	24,120	26,075	26,798	29,000
6th Post-MD Year	83	24,931	27,050	27,956	30,051
			1984-85		
1st Post-MD Year	104	$19,585	$20,630	$21,119	$22,000
2nd Post-MD Year	104	20,587	21,890	22,504	23,761
3rd Post-MD Year	104	21,477	22,940	23,791	25,600
4th Post-MD Year	104	22,290	24,155	24,954	27,086
5th Post-MD Year	104	23,193	25,173	26,090	28,230
6th Post-MD Year	88	24,500	26,424	27,362	30,051

Table 28

Mean and Median Stipend Increases by Hospital
Bed Size and Year of Training
1985-86 Compared with 1984-85

Dollar Increases, by Hospital Bed Size

Year of Training	399 or Fewer		400-549		550-699		700 or More	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean
1st Post-MD Year	$788	$651	$713	$704	$701	$668	$600	$570
2nd Post-MD Year	827	749	800	734	794	707	627	623
3rd Post-MD Year	866	764	801	780	801	719	692	673
4th Post-MD Year	893	781	801	744	806	928	706	665
5th Post-MD Year	950	871	810	792	823	771	721	708
6th Post-MD Year	982	935	954	992	900	879	750	594

Percentage Increases, by Hospital Bed Size

1st Post-MD Year	4.0%	3.2%	3.5%	3.4%	3.3%	3.2%	3.0%	2.7%
2nd Post-MD Year	3.9	3.4	3.7	3.3	3.2	3.2	3.0	2.3
3rd Post-MD Year	3.8	3.3	3.5	3.4	3.0	3.0	3.0	2.8
4th Post-MD Year	3.8	3.2	3.5	3.0	3.1	2.9	3.0	2.7
5th Post-MD Year	3.7	3.4	3.4	3.1	3.0	2.9	3.0	2.7
6th Post-MD Year	3.6	3.5	3.7	3.7	3.0	3.2	3.0	2.2

Table 29

Percent of Hospitals
Indicating More Than A Seven Percent Increase in Stipends for 1985-86
In at Least the First Three Post Graduate Years

	Number Increasing >7%	Percent Increasing >7%
Geographic Region		
Northeastern (N=137)	6	4.38%
Southern (N=69)	2	2.90
Midwestern (N=94)	3	3.19
Western (N=36)	1	2.78
Affiliation Relationship		
University-Owned (N=48)	3	6.25%
Major Affiliate (N=238)	8	3.36
Limited Affiliate (N=39)	1	2.57
Hospital Ownership		
State-Owned (N=36)	3	8.33%
Municipally-Owned (N=27)	1	3.70
Church-Owned (N=45)	1	2.22
Other, Nonprofit (N=166)	4	2.41
Veterans Administration (N=58)	3	5.17
Hospital Bedsize		
399 or Fewer (N=84)	2	2.38%
400-549 (N=93)	5	5.38
550-699 (N=61)	2	3.28
700 or More (N=98)	3	3.06
National (N=336)	12	3.57%

Table 30

Percent of Hospitals
Indicating Less Than a Three Percent Increase in Stipends for 1985-86
In at Least the First Three Post Graduate Years

	Number Increasing <3%	Percent Increasing <3%
Geographic Region		
Northeastern (N=137)	13	9.49%
Southern (N=69)	18	26.09
Midwestern (N=94)	18	19.15
Western (N=36)	9	25.00
Affiliation Relationship		
University-Owned (N=48)	7	14.58%
Major Affiliate (N=238)	42	17.64
Limited Affiliate (N=39)	9	17.95
Hospital Ownership		
State-Owned (N=36)	3	8.33%
Municipally-Owned (N=27)	6	22.22
Church-Owned (N=45)	5	11.11
Other, Nonprofit (N=166)	28	16.87
Veterans Administration (N=58)	16	27.59
Hospital Bedsize		
399 or Fewer (N=84)	14	16.67%
400-549 (N=93)	20	21.51
550-699 (N=61)	8	13.12
700 or More (N=98)	16	16.33
National (N=336)	58	17.26%

Table 31

Percent of Hospitals Indicating
No Increase in Stipends for 1985-86
In at Least the First Three Post Graduate Years

	Number Indicating No Increase*	Percent Indicating No Increase
Geographic Region		
Northeastern (N=137)	13	9.49%
Southern (N=69)	18	26.09
Midwestern (N=94)	13	13.83
Western (N=36)	9	25.00
Affiliation Relationship		
University-Owned (N=48)	7	14.58%
Major Affiliate (N=238)	37	15.55
Limited Affiliate (N=39)	9	17.95
Hospital Ownership		
State-Owned (N=36)	3	8.33%
Municipally-Owned (N=27)	5	18.52
Church-Owned (N=45)	5	11.11
Other, Nonprofit (N=166)	26	15.66
Veterans Administration (N=58)	15	25.86
Hospital Bedsize		
399 or Fewer (N=84)	13	15.48%
400-549 (N=93)	17	18.28
550-699 (N=61)	7	11.48
700 or More (N=98)	16	16.33
National (N=336)	53	15.77%

* One hospital reported an over-all decrease in stipends.

Table 32

Mean First-Year Stipend Indexed to
National Mean by Metropolitan Area
1985-86

	Mean 1st Yr. Stipend	Index Value
National	$21,462	1.0000
Akron-Youngstown, OH	22,309	1.0395
Baltimore, MD	19,582	.9125
Boston, MA	22,690	1.0573
Chicago, IL	21,257	.9905
Cincinnati, OH	21,419	.9980
Cleveland, OH	22,261	1.0373
Dallas, TX	19,612	.9139
Detroit, MI	21,701	1.0112
District of Columbia	21,089	.9827
Hartford, CT	21,970	1.0237
Indianapolis, IN	19,822	.9236
Long Island, NY	25,175	1.1731
Los Angeles, CA	21,314	.9932
Milwaukee, WI	20,643	.9619
New York, NY	26,213	1.2214
Philadelphia, PA	22,062	1.0280
Pittsburg, PA	21,247	.9900
Providence, RI	21,435	.9988
San Francisco, CA	21,679	1.0102
St. Louis, MO	21,556	1.0044
All Other Areas	20,728	.9659

Table 33

Akron-Youngstown-Canton, Ohio: Housestaff Stipends for 1985-86 and 1984-85, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$22,309	$21,500	$26,045	6
2nd Post-MD Year	23,652	22,250	28,445	6
3rd Post-MD Year	24,982	23,250	30,845	6
4th Post-MD Year	26,299	24,250	33,245	6
5th Post-MD Year	28,398	25,000	35,645	4
6th Post-MD Year	*	*	*	1
		1984-85		
1st Post-MD Year	$21,765	$20,500	$25,043	6
2nd Post-MD Year	23,248	21,500	27,443	5
3rd Post-MD Year	24,598	22,500	29,843	5
4th Post-MD Year	25,918	23,500	32,243	5
5th Post-MD Year	28,281	*	*	3
6th Post-MD Year	*	*	*	1

*Too few respondents to report data.

Table 34

Baltimore, Maryland: Housestaff Stipends for 1985-86 and 1984-85
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$19,582	$15,122	$21,808	8
2nd Post-MD Year	20,909	15,974	23,725	8
3rd Post-MD Year	21,833	17,056	25,030	8
4th Post-MD Year	22,916	18,366	26,755	8
5th Post-MD Year	24,461	19,677	28,678	8
6th Post-MD Year	25,790	23,050	30,170	5
		1984-85		
1st Post-MD Year	$19,303	$15,122	$21,380	8
2nd Post-MD Year	20,411	15,974	23,260	8
3rd Post-MD Year	21,381	17,056	24,540	8
4th Post-MD Year	22,354	18,366	26,230	8
5th Post-MD Year	23,409	19,677	27,900	8
6th Post-MD Year	25,067	22,550	29,580	5

Table 35

Boston, Massachusetts: Housestaff Stipends for 1985-86 and 1984-85, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$22,690	$21,400	$24,553	10
2nd Post-MD Post	23,856	22,400	25,594	10
3rd Post-MD Year	25,040	23,600	26,635	10
4th Post-MD Year	26,551	25,015	28,196	10
5th Post-MD Year	28,254	26,516	29,758	10
6th Post-MD Year	31,107	29,800	32,361	8
		1984-85		
1st Post-MD Year	$22,021	$19,800	$23,852	11
2nd Post-MD Year	23,189	20,950	25,102	11
3rd Post-MD Year	24,289	22,050	26,352	11
4th Post-MD Year	25,887	23,575	28,052	11
5th Post-MD Year	27,462	24,950	29,802	11
6th Post-MD Year	29,786	26,225	32,302	10

Table 36

Chicago, Illinois: Housestaff Stipends for 1985-86 and 1984-85,
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$21,257	$19,031	$22,866	14
2nd Post-MD Year	22,498	20,081	23,826	14
3rd Post-MD Year	23,586	21,131	24,785	14
4th Post-MD Year	24,680	22,181	25,744	14
5th Post-MD Year	25,865	23,231	27,200	14
6th Post-MD Year	27,305	25,896	28,825	8
		1984-85		
1st Post-MD Year	$21,096	$19,031	$22,309	17
2nd Post-MD Year	22,262	20,081	23,245	17
3rd Post-MD Year	23,353	21,131	24,390	17
4th Post-MD Year	24,419	22,181	25,600	17
5th Post-MD Year	25,577	23,231	26,805	16
6th Post-MD Year	26,878	25,140	28,400	10

Table 37

Cincinnati, Ohio: Housestaff Stipends for 1985-86 and 1984-85,
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$21,419	$19,708	$23,050	4
2nd Post-MD Year	22,417	20,671	23,713	4
3rd Post-MD Year	23,567	21,808	25,048	4
4th Post-MD Year	24,502	23,008	25,411	4
5th Post-MD Year	25,115	24,273	25,598	4
6th Post-MD Year	26,411	25,608	27,050	4
		1984-85		
1st Post-MD Year	$21,409	$19,708	$23,115	5
2nd Post-MD Year	22,410	20,671	24,121	5
3rd Post-MD Year	23,548	21,808	25,267	5
4th Post-MD Year	24,499	23,008	26,477	5
5th Post-MD Year	25,532	24,273	27,752	5
6th Post-MD Year	26,748	25,608	29,099	5

Table 38

Cleveland, Ohio: Housestaff Stipends for 1985-86 and 1984-85,
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$22,261	$21,640	$22,819	5
2nd Post-MD Year	23,185	22,547	23,960	5
3rd Post-MD Year	24,072	23,505	24,759	5
4th Post-MD Year	25,016	24,519	25,672	5
5th Post-MD Year	26,037	25,585	26,813	5
6th Post-MD Year	26,990	26,300	27,726	4
		1984-85		
1st Post-MD Year	$21,317	$21,010	$21,942	6
2nd Post-MD Year	22,208	21,890	23,039	6
3rd Post-MD Year	23,077	22,820	23,807	6
4th Post-MD Year	24,000	23,805	24,685	6
5th Post-MD Year	24,994	24,825	25,782	6
6th Post-MD Year	26,000	25,550	26,660	5

Table 39

Dallas, Texas: Housestaff Stipends for 1985-86 and 1984-85, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$19,612	$19,001	$19,867	5
2nd Post-MD Year	20,705	20,130	20,993	5
3rd Post-MD Year	21,798	21,235	22,152	5
4th Post-MD Year	22,772	22,155	23,148	5
5th Post-MD Year	23,863	23,265	24,300	5
6th Post-MD Year	25,439	*	*	3
		1984-85		
1st Post-MD Year	$18,980	$18,500	$19,576	5
2nd Post-MD Year	20,045	19,500	20,636	5
3rd Post-MD Year	21,098	20,500	21,759	5
4th Post-MD Year	22,046	21,500	22,716	5
5th Post-MD Year	23,108	22,500	23,818	5
6th Post-MD Year	24,463	*	*	3

*Too few respondents to report data.

Table 40

Detroit, Michigan: Housestaff Stipends for 1985-86 and 1984-85, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$21,701	$21,118	$23,480	10
2nd Post-MD Year	22,441	21,818	24,390	10
3rd Post-MD Year	23,246	22,518	25,635	10
4th Post-MD Year	24,070	23,218	26,625	10
5th Post-MD Year	24,892	23,606	28,160	10
6th Post-MD Year	25,683	24,306	29,060	8
		1984-85		
1st Post-MD Year	$21,313	$20,517	$23,480	10
2nd Post-MD Year	22,049	21,365	24,390	10
3rd Post-MD Year	22,848	22,260	25,635	10
4th Post-MD Year	23,667	22,906	26,625	10
5th Post-MD Year	24,546	23,606	28,160	10
6th Post-MD Year	25,420	24,306	29,060	8

Table 41

District of Columbia: Housestaff Stipends for 1985-86 and 1984-85, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$21,089	$19,585	$22,753	7
2nd Post-MD Year	23,102	21,736	24,221	7
3rd Post-MD Year	24,410	22,926	25,689	7
4th Post-MD Year	25,696	24,179	27,487	7
5th Post-MD Year	26,637	25,515	27,109	6
6th Post-MD Year	27,716	26,914	28,112	5
		1984-85		
1st Post-MD Year	$20,456	$19,585	$22,753	8
2nd Post-MD Year	22,444	21,736	24,221	8
3rd Post-MD Year	23,702	22,884	25,689	8
4th Post-MD Year	24,940	23,949	27,487	8
5th Post-MD Year	25,753	24,993	26,319	7
6th Post-MD Year	26,799	26,121	27,159	6

Table 42

Hartford, Connecticut: Housestaff Stipends for 1985-86 and 1984-85, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$21,970	$21,350	$22,764	6
2nd Post-MD Year	23,253	22,850	24,014	6
3rd Post-MD Year	24,546	24,090	25,314	6
4th Post-MD Year	25,937	25,460	26,814	6
5th Post-MD Year	27,412	26,510	28,250	6
6th Post-MD Year	28,495	27,890	29,214	5
		1984-85		
1st Post-MD Year	$21,082	$20,500	$22,065	6
2nd Post-MD Year	22,280	21,750	23,265	6
3rd Post-MD Year	23,525	22,940	24,515	6
4th Post-MD Year	24,848	24,250	25,915	6
5th Post-MD Year	26,252	25,250	27,115	6
6th Post-MD Year	27,320	26,560	28,215	5

Table 43

Indianapolis, Indiana: Housestaff Stipends for 1985-86 and 1984-85, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$19,822	$19,430	$21,000	4
2nd Post-MD Year	20,706	20,275	22,000	4
3rd Post-MD Year	21,589	21,119	23,000	4
4th Post-MD Year	22,473	21,964	24,000	4
5th Post-MD Year	23,356	22,808	25,000	4
6th Post-MD Year	24,239	23,653	26,000	4
		1984-85		
1st Post-MD Year	$19,266	$18,864	$20,475	4
2nd Post-MD Year	20,131	19,684	21,475	4
3rd Post-MD Year	20,996	20,504	22,475	4
4th Post-MD Year	21,861	21,324	23,475	4
5th Post-MD Year	22,726	22,144	24,475	4
6th Post-MD Year	23,616	22,964	25,575	4

Table 44

Long Island, New York: Housestaff Stipends for 1985-86 and 1984-85, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$25,175	$21,820	$27,024	5
2nd Post-MD Year	27,228	23,104	29,345	5
3rd Post-MD Year	28,740	24,388	30,996	5
4th Post-MD Year	30,458	25,682	34,303	5
5th Post-MD Year	31,827	26,967	35,903	5
6th Post-MD Year	32,127	28,251	35,106	4
		1984-85		
1st Post-MD Year	$23,865	$20,585	$25,256	5
2nd Post-MD Year	25,800	21,796	27,425	5
3rd Post-MD Year	27,241	23,008	28,968	5
4th Post-MD Year	28,863	24,228	32,059	5
5th Post-MD Year	30,159	25,441	33,554	5
6th Post-MD Year	30,564	26,652	33,554	4

Table 45

Los Angeles, California: Housestaff Stipends for 1985-86 and 1984-85, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$21,314	$19,888	$22,700	8
2nd Post-MD Year	24,895	22,552	25,924	8
3rd Post-MD Year	27,215	24,506	29,477	8
4th Post-MD Year	29,011	26,442	31,562	9
5th Post-MD Year	30,942	28,225	33,591	9
6th Post-MD Year	32,696	29,883	35,691	9
		1984-85		
1st Post-MD Year	$20,576	$19,598	$22,492	9
2nd Post-MD Year	24,347	21,895	25,924	9
3rd Post-MD Year	26,580	23,792	29,477	9
4th Post-MD Year	28,426	25,672	31,562	10
5th Post-MD Year	30,327	27,403	33,591	10
6th Post-MD Year	32,097	29,013	35,691	10

Table 46

Milwaukee, Wisconsin: Housestaff Stipends for 1985-86 and 1984-85, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$20,643	$20,600	$20,860	6
2nd Post-MD Year	21,253	21,100	21,700	6
3rd Post-MD Year	21,746	21,600	22,480	6
4th Post-MD Year	22,340	22,100	23,540	6
5th Post-MD Year	22,933	22,600	24,600	6
6th Post-MD Year	23,526	23,100	25,660	6
		1984-85		
1st Post-MD Year	$19,903	$19,800	$20,250	7
2nd Post-MD Year	20,523	20,300	21,370	7
3rd Post-MD Year	21,161	20,800	22,305	7
4th Post-MD Year	21,799	21,300	23,240	7
5th Post-MD Year	22,468	21,800	24,392	7
6th Post-MD Year	23,136	22,300	25,543	7

Table 47

New York City, New York: Housestaff Stipends for 1985-86 and 1984-85, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$26,213	$22,846	$31,230	26
2nd Post-MD Year	28,484	24,949	33,691	27
3rd Post-MD Year	30,829	27,146	36,473	27
4th Post-MD Year	31,977	28,189	37,404	27
5th Post-MD Year	33,085	29,110	38,474	27
6th Post-MD Year	34,210	29,874	39,405	24
		1984-85		
1st Post-MD Year	$25,517	$21,758	$31,230	27
2nd Post-MD Year	27,640	23,761	33,691	28
3rd Post-MD Year	29,923	26,052	36,473	28
4th Post-MD Year	31,052	26,847	37,404	28
5th Post-MD Year	32,142	27,724	38,474	28
6th Post-MD Year	33,205	28,451	39,405	25

Table 48

Philadelphia, Pennsylvania: Housestaff Stipends for 1985-86 and 1984-85, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$22,062	$20,540	$24,308	15
2nd Post-MD Year	23,606	21,944	26,292	15
3rd Post-MD Year	24,880	23,232	27,761	15
4th Post-MD Year	26,221	24,400	29,446	15
5th Post-MD Year	27,494	25,418	30,839	14
6th Post-MD Year	29,012	25,600	32,295	12
		1984-85		
1st Post-MD Year	$21,490	$20,000	$24,051	15
2nd Post-MD Year	22,937	21,210	25,934	15
3rd Post-MD Year	24,186	22,338	27,470	15
4th Post-MD Year	25,527	23,400	29,135	15
5th Post-MD Year	26,808	24,400	30,520	14
6th Post-MD Year	28,385	24,600	31,904	11

Table 49

Pittsburgh, Pennsylvania: Housestaff Stipends for 1985-86 and 1984-85, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$21,247	$20,283	$23,700	9
2nd Post-MD Year	22,608	21,828	24,500	9
3rd Post-MD Year	24,274	23,658	25,900	9
4th Post-MD Year	25,770	25,116	27,500	9
5th Post-MD Year	27,661	27,024	29,200	9
6th Post-MD Year	29,680	28,920	30,900	8
		1984-85		
1st Post-MD Year	$20,998	$20,283	$22,800	10
2nd Post-MD Year	22,410	21,828	24,100	10
3rd Post-MD Year	24,048	23,580	25,600	10
4th Post-MD Year	25,519	25,116	27,100	10
5th Post-MD Year	27,318	27,024	28,500	10
6th Post-MD Year	29,224	28,584	30,400	9

Table 50

Providence, Rhode Island: Housestaff Stipends for 1985-86 and 1984-85, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$21,435	$20,740	$22,485	4
2nd Post-MD Year	22,497	21,985	23,340	4
3rd Post-MD Year	23,732	23,305	24,465	4
4th Post-MD Year	25,165	24,700	25,900	4
5th Post-MD Year	26,751	26,185	27,545	4
6th Post-MD Year	28,498	27,755	29,420	4
		1984-85		
1st Post-MD Year	$20,836	$20,740	$21,220	5
2nd Post-MD Year	21,682	21,590	22,035	5
3rd Post-MD Year	22,797	22,720	23,105	5
4th Post-MD Year	24,221	24,155	24,475	5
5th Post-MD Year	25,824	25,740	26,040	5
6th Post-MD Year	27,703	27,670	27,825	5

Table 51

San Francisco, California: Housestaff Stipends for 1985-86 and 1984-85, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$21,679	$20,193	$24,575	5
2nd Post-MD Year	24,105	22,386	27,200	5
3rd Post-MD Year	26,088	24,024	29,300	5
4th Post-MD Year	28,031	25,662	31,400	5
5th Post-MD Year	29,935	27,300	33,500	5
6th Post-MD Year	31,648	28,392	35,075	4
		1984-85		
1st Post-MD Year	$20,795	$18,800	$23,500	7
2nd Post-MD Year	23,111	20,900	26,000	7
3rd Post-MD Year	25,065	22,900	28,000	7
4th Post-MD Year	26,928	24,675	30,000	7
5th Post-MD Year	28,726	26,250	32,000	7
6th Post-MD Year	29,890	27,100	33,500	5

Table 52

St. Louis, Missouri: Housestaff Stipends for 1985-86 and 1984-85, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$21,556	$21,408	$22,446	7
2nd Post-MD Year	22,643	22,488	23,575	7
3rd Post-MD Year	23,757	23,592	24,748	7
4th Post-MD Year	24,760	23,500	25,985	7
5th Post-MD Year	26,094	26,016	26,485	6
6th Post-MD Year	27,240	26,882	27,312	6
		1984-85		
1st Post-MD Year	$20,726	$20,580	$21,583	7
2nd Post-MD Year	21,761	21,600	22,668	7
3rd Post-MD Year	22,836	22,600	23,796	7
4th Post-MD Year	23,945	23,500	24,986	7
5th Post-MD Year	25,094	25,020	25,466	6
6th Post-MD Year	26,221	25,988	26,268	6

Table 53

All Other Areas: Housestaff Stipends for 1985-86 and 1984-85, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1985-86		
1st Post-MD Year	$20,728	$12,595	$26,280	138
2nd Post-MD Year	22,064	13,239	29,477	138
3rd Post-MD Year	23,249	14,767	31,266	138
4th Post-MD Year	24,429	16,295	33,013	136
5th Post-MD Year	25,620	17,851	35,093	131
6th Post-MD Year	26,549	19,425	37,735	100
		1984-85		
1st Post-MD Year	$20,008	$12,595	$26,280	146
2nd Post-MD Year	21,282	13,239	29,477	146
3rd Post-MD Year	22,421	14,767	31,266	146
4th Post-MD Year	23,614	16,295	33,013	142
5th Post-MD Year	24,734	17,851	35,093	138
6th Post-MD Year	25,596	19,340	37,735	105

Table 54

Time Spent in Ambulatory Training Sites

By Specialty

1984-85

Specialty	Increased		Decrease or* No Change		Total
	Number	%	Number	%	
Internal Medicine	52	15.9	276	84.1	100%
Pediatrics	24	10.3	209	89.7	100
OB/GYN	18	4.9	231	92.7	100
General Surgery	23	7.6	281	92.4	100
Other	7	7.1	92	92.9	100

*Nine respondents indicated a decrease in ambulatory care training, overall. Five of the responses were in Internal Medicine.

Question: "Did the proportion of time residents were assigned to ambulatory care training sites change in 1984-85?"

CHAPTER II

HOUSESTAFF BENEFITS AND POLICIES

The provision of health benefits, housing, meals, leave time granted for vacation and educational seminars, and other benefits are addressed in this chapter. As in chapter one, the results are analyzed according to institutional groupings: i.e., by region, affiliation, ownership, and bedsize.

HEALTH BENEFITS (Tables 55-60)

The health benefits referred to in the text include hospitalization (inpatient, physician services and major medical, and at least a portion of outpatient services), dental care, prescription drugs, hospital employee health service programs, and psychiatric counseling.

Hospitalization

Hospitalization continues to be the most common benefit provided by responding institutions, with 90 percent indicating they extend at least some payment for this benefit to both housestaff and their dependents. Nine percent provide hospitalization only to their housestaff. Nationwide, this benefit is provided at no charge to housestaff in 75 percent of responding institutions. The full premium cost for the health insurance premiums of dependents is provided in 58 percent of responding institutions (Table 55).

When explored according to the COTH institutional groupings, the Southern region maintains its historically low level of institutional provision of health benefits, as 79 percent of responding hospitals provide hospitalization for both housestaff and dependents and two percent of responding institutions do not provide hospitalization benefits. This benefit is provided to housestaff and dependents more frequently in state and municipally-owned hospitals (85% and 87%) and in Veterans Administration hospitals (85%). Four percent of VA hospitals indicated they did not provide hospitalization. Little significant variation is illustrated by arraying respondents according to bedsize except that hospitals in category "550-699 beds" provide this benefit to both housestaff and dependents least often, or in 86 percent of responding hospitals.

Dental

Nationwide, 70 percent of hospitals responding to this question (279) provided dental benefits to both housestaff and dependents. This is a remarkable increase from the 1984 survey data, which showed 59 percent providing. However, this year's survey included 55 fewer respondents to this question.

Regional variation is clearly evident, with Southern hospitals providing dental benefits to both housestaff and dependents in 32 percent of the 63 respondents, and providing these benefits to housestaff only in 38 percent of the institutions. Thirty percent of the Southern institutions do not provide dental benefits. Limited-affiliate institutions provide this benefit

most often, or in 84 percent of responding hospitals. Church-owned institutions provide dental services in 80 percent of responding hospitals. VA hospitals provide dental services in 56 percent of responding hospitals.

Drug Prescriptions

Seventy-nine percent of the nation's hospitals provide prescription drug benefits to both their housestaff and their dependents, and 11 percent to housestaff only.

Hospital Employee Health Services

Responding hospitals provide employee health services to housestaff and dependents in 32 percent of the hospitals, and 59 percent provide such services to only their housestaff. Limited-affiliated hospitals provided this benefit to both housestaff and dependents most often, in 46 percent of responding institutions.

Psychiatric Counseling

Psychiatric counseling is provided to housestaff in 59 percent of responding hospitals, with hospitals providing this benefit to housestaff most often in the Midwest (in 69% of responding institutions) and least often in the South (46%). VA hospitals provide this benefit in 42 percent of the respondents, and 70 percent of church-owned hospitals indicated they provide the benefit to their housestaff.

Hospitals Contribution to Health Insurance Premium

Table 60 displays the percentage and magnitude of hospitals' contributions to housestaff and dependent health insurance premium costs. Nationwide, 99 percent of responding hospitals pay some part of the costs of health insurance for housestaff, and 90 percent assume some costs for their dependents as well.

The South elects to cover the full cost of hospitalization premiums for its housestaff the least often of any region, or in 63 percent of respondents. The South pays the full cost for dependents in 21 percent of responding institutions as contrasted to 70 percent of the respondents in the Northeast, 61 percent in the Midwest, and 67 percent in the West. Both the VA hospitals and those that are state-owned cover the full cost of premiums for health insurance least often by ownership category, or 65 percent and 43 percent covering housestaff, and 32 percent and 30 percent covering dependents, respectively. Hospitals in the Northeast and Midwest, that are limited affiliates and/or are municipally-, church-owned or "other non-profit" pay the full cost of the health insurance premium for housestaff and dependents more often than the nationwide average of 75 percent of responding institutions.

NON-HEALTH BENEFITS (Tables 61-66)

The non-health benefits analyzed for this survey include: life insurance, disability insurance, parking, housing, meals, vacation time, and time granted to attend seminars. With the exception of vacation and seminar leave, respondents were asked to indicate whether they covered the full cost of these benefits, part of the cost, or none of the cost.

This year respondents were also questioned about the provision of malpractice insurance coverage provided to housestaff and medical students both within an affiliation agreement and when rotating out-of-state, and outside the framework of an affiliation agreement. Where applicable, non-health benefit data are arrayed by previously discussed institutional groups.

Life Insurance

The cost of life insurance premiums is fully covered in 68 percent of responding institutions, and part of the cost of such insurance is covered in an additional 14 percent of respondents. Midwest pays the full cost of life insurance for its housestaff most often, in 74 percent of responding institutions. When reviewing these data by ownership category, the VA hospitals pay the full cost least often, (24 %). At least part of the cost is paid in 72 percent of VA hospitals, a practice which is five percent less prevelant than in state-owned institutions.

Disability Insurance

As was the case last year, 66 percent of responding hospitals pay for some or all of the costs of disability insurance nationwide. Regionally, the full cost of this benefit is covered most often in the Northeast, major affiliates, and church-owned institutions. The VA pays the full cost for this benefit in only 31 percent of responding institutions, while paying at least part of these costs in an additional five percent of VA responding hospitals. Therefore, 64 percent of VA respondents pay no part of the cost of disability insurance.

Parking

Eighty-four percent of hospitals responding to the survey indicated that they paid all or part of the costs for first-year housestaff parking expenses. Hospitals in the Midwest that are limited affiliates, or are part of the VA system provide the full cost of housestaff parking privileges most often.

Housing

Housing benefits are not routinely offered to first-year housestaff, but 20 percent of responding hospitals do pay part of these costs. These hospitals are primarily located in the South (12%), or those that are limited-affiliates (15%), or are municipally-owned (17%). As previously noted, the South provides lower average stipends than hospitals in other regions. A portion of the stipend difference may be offset by that region's relatively greater provision of housing.

Provision of Meals

Hospitals pay the full cost of meals provided to first-year housestaff when "on-call" in 85 percent of responding hospitals. Thirty-two percent of respondents pay this cost in full both when the houseofficer is on duty and when "on call" in the hospital. Limited-affiliates pay at least part the cost of meals at all working hours for first-year housestaff the most often (92%). Municipally-owned hospitals pay such costs in 61 percent of responding hospitals.

Vacation

The majority of responding hospitals provide two weeks or less of annual leave to first-year housestaff, and three weeks to second year housestaff. The majority of respondents that are university-owned increase this benefit to three weeks for first-year housestaff. Nationally, 19 percent of responding institutions offer four weeks or more to first-year housestaff, and 27 percent offer four weeks leave to second-year housestaff.

Leave Granted to Attend Seminars

Seventy-nine percent of hospitals responding to this question indicated they allow five days leave for first-year houseofficers to attend seminars; 14 percent stated they allow less than five days, and six percent allow more than five days (Table 69). VA hospitals allow more than five days seminar leave most often, (20% of respondents).

Provision of Malpractice Insurance Coverages

This year's survey questioned the source of coverage for malpractice insurance coverage while houseofficers and medical students are on rotation both within and outside of an affiliation agreement (Tables 70-71). In responding to this question, an institution could indicate different sources of coverage for their housestaff and medical students, and it is possible that coverage could be provided by two sources depending on whether the rotation included a VA hospital or governmental institution and depending on the rotation assignment (for example, an assignment to ambulatory care could include coverage by the practice plan).

When rotating within an affiliation agreement, medical students are covered most often by the affiliated medical school (in 65% of responding institutions). Housestaff are covered most often by the "Lead" hospital (40%) followed by the assigned hospital (36%). Even for medical students learning at a hospital outside of an affiliation agreement, 59 percent of responding institutions indicated that the affiliated medical school covered the students. The "Lead" hospital and individual hospitals also covered houseofficers most often when rotating outside of an affiliation agreement, but in 16 percent of responding institutions other arrangements for coverage were made.

Table 55

Health Benefits Provided to
Housestaff and Dependents, Nationwide
1985-86

Benefit	Benefit for	Number of Hospitals	Percentage
Hospitalization	Housestaff and Dependents	312	90%
	Housestaff Only	31	9
	Not Provided	2	1
	TOTAL	345	100%
Dental	Housestaff and Dependents	196	70%
	Housestaff Only	49	18
	Not Provided	34	12
	TOTAL	279	100%
Drug Prescriptions	Housestaff and Dependents	226	79%
	Housestaff Only	33	11
	Not Provided	29	10
	TOTAL	288	100%
Hospital Employee Health Service	Housestaff and Dependents	97	32%
	Housestaff Only	176	59
	Not Provided	27	9
	TOTAL	300	100%
Psychiatric Counseling	Housestaff	205	59%
	Not Provided	143	41
	TOTAL	348	100%

Table 56

Health Benefits Provided to
Housestaff and Dependents, By Geographic Region
1985-86

Benefit	Benefit for	Geographic Region: Northeastern (N=142)	Southern (N=63)	Midwestern (N=101)	Western (N=39)	Nationwide (N=345)
Hospitalization	Housestaff and Dependents	94%	79%	92%	90%	90%
	Housestaff Only	5	19	8	10	9
	Not Provided	1	2	0	0	1
	TOTAL	100%	100%	100%	100%	100%
Dental	Housestaff and Dependents	77%	32%	75%	76%	70%
	Housestaff Only	16	38	13	12	18
	Not Provided	7	30	12	12	12
	TOTAL	100%	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	80%	69%	80%	83%	79%
	Housestaff Only	8	27	9	7	11
	Not Provided	12	4	11	10	10
	TOTAL	100%	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	34%	21%	35%	39%	32%
	Housestaff Only	62	64	56	43	59
	Not Provided	5	14	9	18	9
	TOTAL	100%	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	58%	46%	69%	58%	59%
	Not Provided	42	54	31	42	41
	TOTAL	100%	100%	100%	100%	100%

Table 57

Health Benefits Provided to
Housestaff and Dependents, By Affiliation Relationship
1985-86

Benefit	Benefit for	Affiliation Relationship: University-Owned (N=51)	Major Affiliate (N=241)	Limited Affiliate (N=42)	Nationwide (N=345)
Hospitalization	Housestaff and Dependents	88%	90%	93%	90%
	Housestaff Only	12	9	7	9
	Not Provided	0	1	0	1
	TOTAL	100%	100%	100%	100%
Dental	Housestaff and Dependents	64%	68%	84%	70%
	Housestaff Only	18	19	14	18
	Not Provided	18	13	3	12
	TOTAL	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	74%	79%	79%	79%
	Housestaff Only	19	11	9	11
	Not Provided	7	10	12	10
	TOTAL	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	37%	28%	46%	32%
	Housestaff Only	47	64	49	59
	Not Provided	16	8	5	9
	TOTAL	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	60%	58%	65%	59%
	Not Provided	40	42	35	41
	TOTAL	100%	100%	100%	100%

Table 58
Health Benefits Provided to Housestaff and Dependents, By Hospital Ownership
1985-86

Benefit	Benefit for	State-Owned (N=39)	Municipally-Owned (N=30)	Church-Owned (N=47)	Other, Nonprofit (N=177)	Veterans Administration (N=48)	Nationwide (N=345)
Hospitalization	Housestaff and Dependents	85%	87%	89%	94%	85%	90%
	Housestaff Only	15	13	11	6	10	9
	Not Provided	0	0	0	0	4	1
	TOTAL	100%	100%	100%	100%	100%	100%
Dental	Housestaff and Dependents	64%	67%	80%	72%	56%	70%
	Housestaff Only	14	21	13	19	19	18
	Not Provided	21	13	8	9	25	12
	TOTAL	100%	100%	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	79%	78%	81%	79%	73%	79%
	Housestaff Only	15	17	12	10	11	11
	Not Provided	6	4	7	11	16	10
	TOTAL	100%	100%	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	29%	24%	39%	35%	25%	32%
	Housestaff Only	48	68	59	58	65	59
	Not Provided	23	8	2	8	10	9
	TOTAL	100%	100%	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	60%	63%	70%	62%	42%	59%
	Not Provided	40	37	30	38	59	41
	TOTAL	100%	100%	100%	100%	100%	100%

Table 59

Health Benefits Provided to
Housestaff and Dependents, By Hospital Bed Size
1985-86

Benefit	Benefit for	Hospital Bed Size: 399 or Fewer (N=87)	400-549 (N=98)	550-699 (N=64)	700 or More (N=96)	Nationwide (N=345)
Hospitalization	Housestaff and Dependents	90%	95%	86%	90%	90%
	Housestaff Only	10	5	11	10	9
	Not Provided	0	0	3	0	1
	TOTAL	100%	100%	100%	100%	100%
Dental	Housestaff and Dependents	70%	75%	67%	68%	70%
	Housestaff Only	14	15	22	20	18
	Not Provided	16	10	11	12	12
	TOTAL	100%	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	84%	79%	72%	78%	79%
	Housestaff Only	6	10	22	10	11
	Not Provided	10	11	5	13	10
	TOTAL	100%	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	36%	37%	29%	27%	32%
	Housestaff Only	51	53	64	68	59
	Not Provided	13	10	7	6	9
	TOTAL	100%	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	58%	58%	62%	59%	59%
	Not Provided	43	42	39	41	41
	TOTAL	100%	100%	100%	100%	100%

Table 60

Hospital Contribution to Health Insurance Premium
for Housestaff and Dependents
1985-86

	Percentage of Hospitals Contributing					
	Housestaff			Dependents		
	Full Cost of Premium	Part of Cost	None of Cost	Full Cost of Premium	Part of Cost	None of Cost
Nationwide (N=339)	75%	24%	1%	58%	32%	10%
Geographic Region						
Northeastern (N=142)	78	21	1	70	26	4
Southern (N=65)	63	35	2	21	49	30
Midwestern (N=95)	79	20	1	61	33	6
Western (N=37)	70	25	5	67	20	13
Affiliation Relationship						
University-Owned (N=48)	67	31	2	40	47	13
Major Affiliate (N=238)	74	25	1	59	31	10
Limited Affiliate (N=43)	88	10	2	74	21	5
Hospital Ownership						
State-Owned (N=37)	65	32	3	32	47	21
Municipally-Owned (N=29)	83	14	3	50	35	15
Church-Owned (N=47)	89	9	2	72	16	12
Other, Nonprofit (N=168)	83	16	1	69	27	4
Veterans Administration (N=54)	43	55	2	30	52	18
Hospital Bed Size						
399 or Fewer (N=83)	69	30	1	46	47	7
400-549 (N=93)	80	19	1	69	23	8
550-699 (N=63)	78	19	3	65	24	11
700 or More (N=100)	73	26	1	54	32	14

Table 61

Non-Health Benefits Provided to
First Year Housestaff, Nationwide
1985-86

Benefit	Hospital Contributes	Number of Hospitals	Percentage
Life Insurance	Full Cost	235	68%
	Part of Cost	47	14
	None of Cost	66	19
	TOTAL	348	100%
Disability	Full Cost	198	58%
	Part of Cost	28	8
	None of Cost	117	34
	TOTAL	343	100%
Parking	Full Cost	248	71%
	Part of Cost	47	13
	None of Cost	55	16
	TOTAL	350	100%
Housing	Full Cost	25	8%
	Part of Cost	64	20
	None of Cost	234	72
	TOTAL	323	100%

Table 62

Non-Health Benefits Provided to First Year Housestaff,
By Geographic Region
1985-86

Benefit	Hospital Contributes	Geographic Region: Northeastern (N=147)	Southern (N=68)	Midwestern (N=98)	Western (N=35)	Nationwide (N=348)
Life Insurance	Full Cost	72%	59%	74%	49%	68%
	Part of Cost	9	24	10	23	14
	None of Cost	19	18	16	29	19
	TOTAL	100%	100%	100%	100%	100%
Disability	Full Cost	65%	44%	62%	42%	58%
	Part of Cost	5	17	7	9	8
	None of Cost	31	39	31	49	34
	TOTAL	100%	100%	100%	100%	100%
Parking	Full Cost	64%	76%	79%	67%	71%
	Part of Cost	21	10	6	13	13
	None of Cost	16	14	15	21	16
	TOTAL	100%	100%	100%	100%	100%
Housing	Full Cost	9%	12%	4%	6%	8%
	Part of Cost	28	8	16	21	20
	None of Cost	63	80	80	74	72
	TOTAL	100%	100%	100%	100%	100%

Table 63

Non-Health Benefits Provided to First Year Housestaff,
By Affiliation Relationship
1985-86

Benefit	Hospital Contributes	Affiliation Relationship: University-Owned (N=50)	Major Affiliate (N=245)	Limited Affiliate (N=43)	Nationwide (N=348)
Life Insurance	Full Cost	60%	69%	72%	68%
	Part of Cost	16	15	5	14
	None of Cost	24	16	23	19
	TOTAL	100%	100%	100%	100%
Disability	Full Cost	48%	60%	56%	58%
	Part of Cost	17	7	7	8
	None of Cost	35	33	37	34
	TOTAL	100%	100%	100%	100%
Parking	Full Cost	42%	76%	81%	71%
	Part of Cost	18	13	14	13
	None of Cost	40	11	5	16
	TOTAL	100%	100%	100%	100%
Housing	Full Cost	4%	8%	15%	8%
	Part of Cost	6	22	23	20
	None of Cost	89	71	62	72
	TOTAL	100%	100%	100%	100%

Table 64

Non-Health Benefits Provided to First Year Housestaff,

By Hospital Ownership, 1985-86

Benefit	Hospital Contributes	Hospital Ownership: State-Owned (N=38)	Municipally-Owned (N=29)	Church-Owned (N=47)	Other, Nonprofit (N=171)	Veterans Administration (N=59)	Nationwide (N=348)
Life Insurance	Full Cost	55%	72%	81%	81%	24%	68%
	Part of Cost	21	10	4	3	48	14
	None of Cost	24	17	15	16	29	19
	TOTAL	100%	100%	100%	100%	100%	100%
Disability	Full Cost	46%	57%	68%	67%	31%	58%
	Part of Cost	16	11	9	7	5	8
	None of Cost	38	32	23	26	64	34
	TOTAL	100%	100%	100%	100%	100%	100%
Parking	Full Cost	47%	70%	78%	67%	90%	71%
	Part of Cost	11	17	11	18	3	13
	None of Cost	42	13	11	15	7	16
	TOTAL	100%	100%	100%	100%	100%	100%
Housing	Full Cost	8%	17%	8%	9%	0%	8%
	Part of Cost	8	21	30	25	5	20
	None of Cost	83	62	63	67	95	72
	TOTAL	100%	100%	100%	100%	100%	100%

Table 65

Non-Health Benefits Provided to First Year Housestaff,
By Hospital Bed Size
1985-86

Benefit	Hospital Provides	Hospital Bed Size: 399 or Fewer (N=86)	400-549 (N=95)	550-699 (N=66)	700 or More (N=101)	Nationwide (N=348)
Life Insurance	Full Cost	59%	72%	68%	70%	68%
	Part of Cost	17	10	9	17	14
	None of Cost	23	19	23	13	19
	TOTAL	100%	100%	100%	100%	100%
Disability	Full Cost	52%	61%	56%	62%	58%
	Part of Cost	10	3	11	9	8
	None of Cost	38	36	33	29	34
	TOTAL	100%	100%	100%	100%	100%
Parking	Full Cost	67%	76%	73%	68%	71%
	Part of Cost	13	10	11	19	13
	None of Cost	20	14	17	13	16
	TOTAL	100%	100%	100%	100%	100%
Housing	Full Cost	5%	5%	9%	12%	8%
	Part of Cost	15	22	25	19	20
	None of Cost	81	73	66	69	72
	TOTAL	100%	100%	100%	100%	100%

Table 66

Non-Health Benefits: Provision of Meals

1985-86

	ONLY ON CALL				ON DUTY/ON CALL			
	Hospitals Responding	Full Cost	Reduced Cost	None of Cost	Hospitals Responding	Full Cost	Reduced Cost	None of Cost
Nationwide	204	85%	13%	2%	240	32%	27%	41%
Geographic Region								
Northeastern	83	88	11	1	99	24	33	42
Southern	41	81	12	7	45	31	27	42
Midwestern	60	80	18	2	75	37	27	36
Western	20	95	5	0	21	48	5	48
Affiliation Relationship								
University-Owned	33	79	18	3	27	7	11	82
Major Affiliate	148	85	13	2	170	29	30	41
Limited Affiliate	17	94	6	0	36	61	31	8
Hospital Ownership								
State-Owned	23	87	13	0	22	9	18	73
Municipally-Owned	9	78	11	11	26	50	35	15
Church-Owned	22	91	5	5	34	44	38	18
Other, Nonprofit	101	81	18	1	119	30	31	39
Veterans Administration	48	90	6	4	37	27	8	65
Hospital Bedsize								
399 or Fewer	50	82	16	2	57	26	21	53
400-549	61	82	16	2	66	32	30	38
550-699	33	94	6	0	48	38	27	35
700 or More	60	85	10	5	69	32	30	38

Table 67

Annual Vacation Provided to First Year Housestaff
1985-86

	Two Weeks or Less	Three Weeks	Four Weeks or More
Nationwide (N=349)	46%	35%	19%
Geographic Region			
Northeastern (N=143)	39	30	32
Southern (N=65)	65	31	3
Midwestern (N=102)	46	41	13
Western (N=39)	39	41	18
Affiliation Relationship			
University-Owned (N=49)	39	45	14
Major Affiliate (N=246)	47	31	22
Limited Affiliate (N=43)	54	37	9
Hospital Ownership			
State-Owned (N=37)	41	41	16
Municipally-Owned (N=30)	43	30	27
Church-Owned (N=47)	45	34	21
Other, Nonprofit (N=168)	44	39	16
Veterans Administration (N=63)	57	18	25
Hospital Bed Size			
399 or Fewer (N=90)	48	37	14
400-549 (N=96)	48	30	21
550-699 (N=64)	47	36	17
700 or More (N=99)	40	36	23

Table 68

Annual Vacation Provided to Second Year Housestaff
1985-86

	Two Weeks or Less	Three Weeks	Four Weeks or More
Nationwide (N=347)	15%	58%	27%
Geographic Region			
Northeastern (N=142)	13	51	36
Southern (N=65)	25	57	17
Midwestern (N=101)	9	69	22
Western (N=39)	18	56	26
Affiliation Relationship			
University-Owned (N=49)	16	63	20
Major Affiliate (N=244)	13	56	31
Limited Affiliate (N=43)	21	65	14
Hospital Ownership			
State-Owned (N=37)	22	60	19
Municipally-Owned (N=30)	27	40	33
Church-Owned (N=47)	13	60	28
Other, Nonprofit (N=167)	11	64	25
Veterans Administration (N=62)	16	48	36
Hospital Bed Size			
399 or Fewer (N=89)	12	66	21
400-549 (N=96)	16	56	27
550-699 (N=64)	17	56	27
700 or More (N=98)	13	54	33

Table 69

Time Allotted House Officers for Attending Seminars
1985-86

	Less Than 5 days	5 days	More Than 5 days
Nationwide (N=189)	14%	79%	6%
Geographic Region			
Northeastern (N=72)	21	76	3
Southern (N=28)	7	82	11
Midwestern (N=67)	6	88	6
Western (N=22)	6	88	14
Affiliation Relationship			
University-Owned (N=19)	5	79	16
Major Affiliate (N=134)	16	77	7
Limited Affiliate (N=32)	13	88	0
Hospital Ownership			
State-Owned (N=16)	13	75	12
Municipally-Owned (N=15)	13	87	0
Church-Owned (N=31)	16	84	0
Other, Nonprofit (N=100)	11	84	5
Veterans Administration (N=25)	28	52	20
Hospital Bed Size			
399 or Fewer (N=51)	18	76	6
400-549 (N=56)	11	82	7
550-699 (N=37)	5	89	6
700 or More (N=45)	22	71	7

Table 70

Malpractice Coverage for Housestaff and Medical Students
on Rotation Within an Affiliation Agreement
1984-85

Source of Coverage*	Medical Students		Housestaff	
	Number	%	Number	%
Affiliated Medical School	205	64.47	50	13.03
"Lead" Hospital	26	8.18	155	40.37
Individual Hospital during Assignment	54	16.99	138	35.94
Practice Plan	3	.95	6	1.57
Medical Education Consortium	2	.63	4	1.05
Other	28	8.81	31	8.08
TOTAL	318	100.00	384	100.00

*May not be mutally exclusive

Question: "On what basis do housestaff and medical students acquire malpractice coverage when rotating within the framework of an affiliation agreement? (Please indicate most frequent arrangements.)"

Table 71

Malpractice Coverage for Housestaff and Medical Students
on an Out-of-State Rotation Outside of an Affiliation Agreement
1984-85

Source of Coverage*	Medical Students		Housestaff	
	Number	%	Number	%
Affiliated Medical School	108	59.02	31	11.49
"Lead" Hospital	12	6.56	111	41.12
Individual Hospital during Assignment	27	14.76	77	28.52
Practice Plan	2	1.10	7	2.60
Medical Education Consortium	1	.55	1	.38
Other	33	18.04	43	15.93
TOTAL	183	100.00	270	100.00

*May not be mutally exclusive

Question: "On what basis do housestaff and medical students acquire malpractice coverage when attending an out-of-state institution which is not within the framework of an affiliation agreement? (Please indicate most frequent arrangements.)"

CHAPTER III

HOSPITAL EXPENDITURES (Tables 72-76)

Respondents are asked to report their average gross expenditures on housestaff stipends and fringe benefits and whenever possible to further divide such expenditures into funds supporting residents as opposed to clinical fellows. The average or mean expenditures for the salaries and fringe benefits for residents alone in 1984-85 was $4,052,581 for 355 hospitals responding to this question, and $624,306 for the 161 institutions able to separately identify clinical fellow support. The respective increase in one year for these two categories was 8.89 percent and 15.75 percent. This information is not disaggregated by full time equivalent (FTEs) by year of training, and readers are cautioned that increases or decreases in reported expenditures could be due to a combination of at least three factors: 1) an increase in the absolute number of housestaff in the hospitals; 2) large numbers of trainees in the later years of their residency or fellowship who are, therefore, more highly paid; and/or 3) a change in the intensity or costs of benefits provided.

The mean and median ratios of fringe benefits to stipends for residents and fellows appear as Tables 75-76.

SOURCES OF FUNDING (Tables 77-84)

In addition to reporting gross expenditures for housestaff stipends and benefits, respondents are asked to identify the component sources used to pay these costs. By far the largest funding source continues to be patient revenues. In 1984-85, 82.79 percent of the funds supporting residents came from patient revenues, as did 67.04 percent of the funding for clinical fellows. University-owned institutions rely on patient revenues less predominantly, with such funds supporting 67.23 percent of residency costs and 41.73 percent of the stipend/fringe benefit payments to clinical fellows.

These same university-owned hospitals, on average, receive a greater proportion of state appropriations earmarked for housestaff expenses (14.52%) than any other institutional category except for state-owned hospitals, which receive 22 percent of the funds needed to support housestaff expenses from state appropriations. It should be noted, however, that two-thirds of responding university-owned hospitals are also state-owned. State-owned hospitals rely on patient care revenues, on average, to support 57.21 percent of their residency expenses and 22.14 percent of their payments for the stipends and fringe benefits provided their clinical fellows.

Figures 4 and 5 illustrate the sources of funding used to pay the identified housestaff expenses nationwide. These figures and their complimentary table (Table 81) do not include Veterans Administration hospitals. Due to the fact that most of the nation's VA hospitals belong to COTH and have a high response rate to this survey, their data overstates and thereby distorts the VA's share of the funding support, nationwide.

Table 72

Average Expenditures for Residents' Stipends and Fringe Benefits
1984-85

	Number of Hospitals	Expenditures for Residents' Stipends & Fringe Benefits	
		Mean	Median
All Responding Hospitals	354	$4,063,955	$2,851,829
Geographic Region			
Northeastern	144	4,041,159	3,000,000
Southern	70	4,158,998	2,958,306
Midwestern	101	3,829,064	2,464,300
Western	39	4,585,843	3,157,333
Affiliation Relationship			
University-Owned	51	6,432,592	6,203,680
Major Affiliate	254	3,850,671	2,551,283
Limited Affiliate	40	2,391,068	2,185,510
Hospital Ownership			
State-Owned	39	6,304,041	6,264,917
Municipally-Owned	30	6,362,262	5,167,355
Church-Owned	47	3,286,866	2,551,283
Other, Nonprofit	169	4,017,616	2,793,661
Veterans Administration	66	2,443,609	2,164,808
Hospital Bedsize			
399 or Fewer	90	2,777,515	1,942,459
400-549	96	3,077,449	2,462,000
550-699	66	3,859,023	3,045,285
700 or More	102	6,260,130	5,030,116

Table 73

Average Expenditures for Clinical Fellows' Stipends and Fringe Benefits
1984-85

	Number of Hospitals	Expenditures for Fellows' Stipends & Fringe Benefits: Mean	Median
All Responding Hospitals	121	$ 624,058	$333,592
Geographic Region			
Northeastern	61	681,573	348,337
Southern	16	345,874	259,751
Midwestern	29	582,319	209,250
Western	15	767,589	352,397
Affiliation Relationship			
University-Owned	18	1,059,298	670,000
Major Affiliate	83	623,414	333,592
Limited Affiliate	17	252,216	156,622
Hospital Ownership			
State-Owned	14	1,036,876	681,946
Municipally-Owned	7	1,611,215	604,706
Church-Owned	15	166,571	137,813
Other, Nonprofit	65	618,963	336,000
Veterans Administration	18	377,241	333,592
Hospital Bedsize			
399 or Fewer	39	478,448	292,815
400-549	26	359,032	217,926
550-699	24	626,445	336,000
700 or More	32	1,015,063	393,251

Table 74

Residents' Stipends and Benefits as a Percentage of Hospital's Total Operating Budget, 1983-84

	Number of Hospitals	Percentage of Hospital Budget			
		25th Percentile	Median	Mean	75th Percentile
All Responding Hospitals	326	2.5%	3.4%	3.7%	4.7%
Geographic Region					
Northeastern	138	2.6	3.5	3.7	4.6
Southern	63	2.1	4.0	4.1	5.9
Midwestern	88	2.2	3.1	3.5	4.2
Western	37	2.5	3.6	3.8	4.9
Affiliation Relationship					
University-Owned	49	3.4	4.7	4.7	5.9
Major Affiliate	232	2.5	3.4	3.7	4.6
Limited Affiliate	38	2.0	2.5	2.9	3.5
Hospital Ownership					
State-Owned	37	3.3	4.7	4.7	6.0
Municipally-Owned	28	3.3	4.1	4.5	6.0
Church-Owned	43	2.0	2.4	3.1	3.7
Other, Nonprofit	157	2.4	3.2	3.6	4.5
Veterans Administration	59	2.8	3.6	3.6	4.4
Hospital Bed Size					
399 or Fewer	83	2.5	3.3	3.6	4.4
400-549	89	2.5	3.4	3.7	4.6
550-699	60	2.1	2.9	3.3	4.1
700 or More	94	2.5	3.7	4.1	5.4

Table 75

Ratio of Fringe Benefits to Stipend Expenditures for Residents
1984-85

	Number of Hospitals	Mean	Median
Nationwide	350	.175	.165
Geographic Region			
Northeastern	141	.188	.181
Southern	69	.146	.129
Midwestern	101	.185	.166
Western	39	.149	.136
Affiliation			
University	49	.159	.151
Major	252	.175	.164
Limited	40	.192	.178
Hospital Ownership			
State	37	.133	.136
Municipal	29	.169	.180
Church	47	.203	.180
Other	169	.202	.190
Veterans Administration	65	.112	.109
Hospital Bed Size			
399 or Fewer	89	.162	.155
400-549	96	.171	.169
550-699	64	.192	.183
700 or More	101	.178	.165

Table 76

Ratio of Fringe Benefits to Stipend Expenditures for Fellows
1984-85

	Number of Hospitals	Mean	Median
Nationwide	117	.169	.159
Geographic Region			
Northeastern	60	.187	.196
Southern	15	.141	.125
Midwestern	27	.149	.149
Western	15	.162	.149
Affiliation			
University	15	.134	.151
Major	83	.172	.160
Limited	16	.185	.185
Hospital Ownership			
State	11	.121	.103
Municipal	7	.213	.230
Church	15	.173	.150
Other	64	.190	.190
Veterans Administration	18	.104	.109
Hospital Bed Size			
399 or Fewer	38	.162	.155
400-549	26	.154	.150
550-699	22	.179	.176
700 or More	31	.182	.185

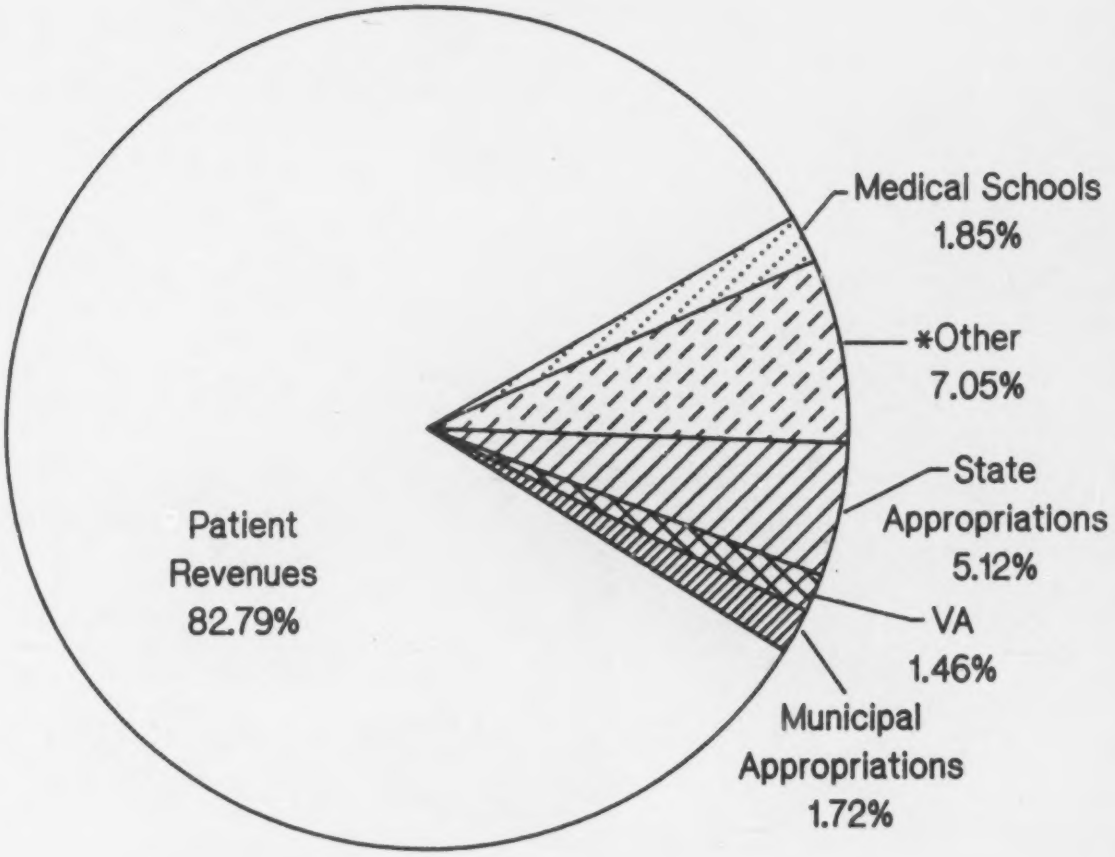
Table 77

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1984-85 NATIONWIDE (Excluding VA Hospitals)

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	82.79%	67.04%
State Appropriations Earmarked for Housestaff Expenses	5.12	1.62
Municipal Appropriations Earmarked for Housestaff Expenses	1.72	0.88
Veterans Administration Appropriations	1.46	2.48
Physician Fee Revenue	0.48	7.87
Medical School/University Funds	1.85	3.60
NIH	0.18	6.26
Other Federal Agencies	0.20	0.42
Endowment Income	0.14	0.47
Foundation Grants, Voluntary Agencies	0.53	4.56
Other*	5.52	4.81
TOTAL	100.00%	100.00%
Number of Hospitals	289	103

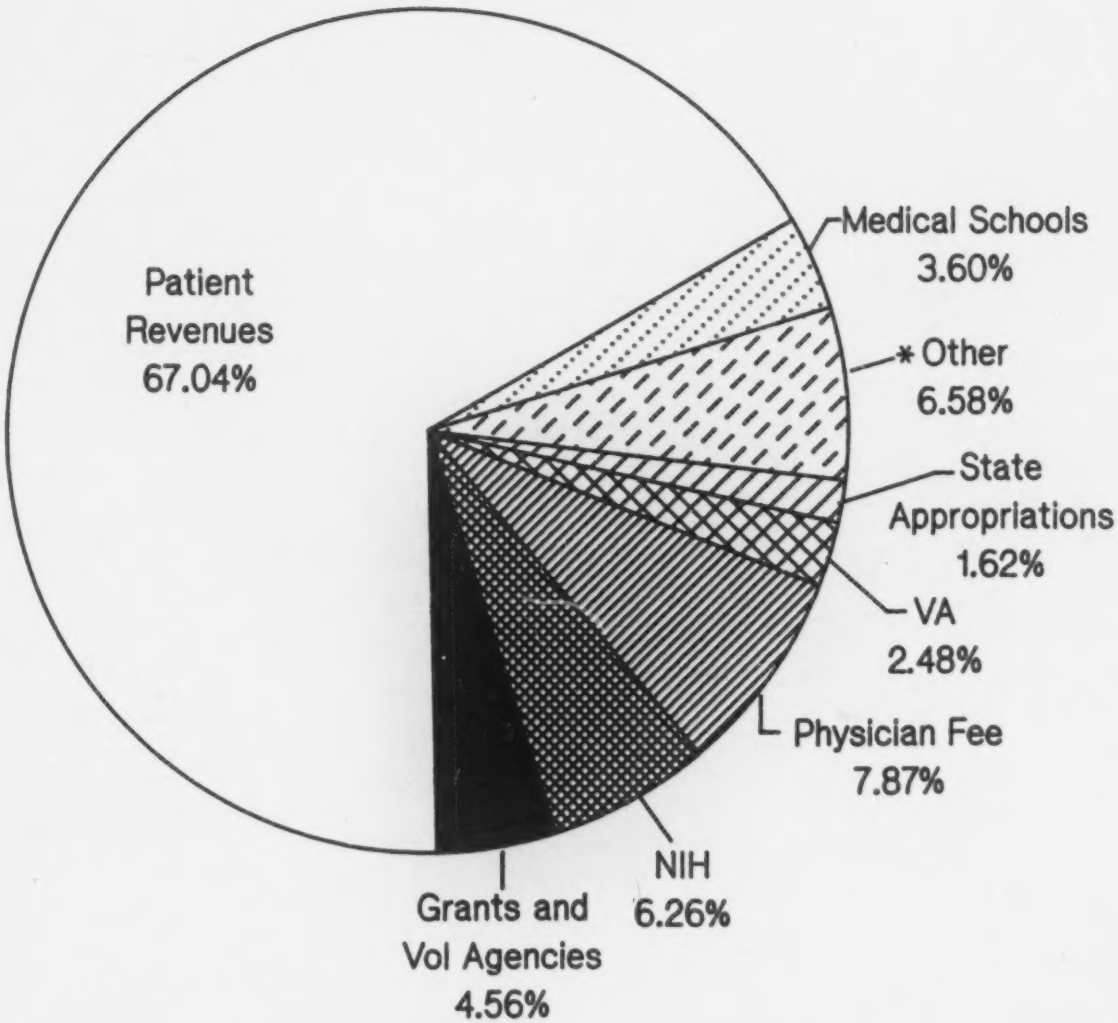
*In some integrated and affiliated residency programs, the sponsoring hospital is responsible for all fiscal arrangements including resident paychecks. Hospitals which are part of the integrated or affiliated program transfer funds to the sponsoring hospital to pay their share of program expenses. The extent to which this occurs, and is reported as an "other" source of funds, may cause the "patient revenue" source to be understated and the "other" source to be overstated.

Figure 4:
Residents Stipends and Benefits:
Sources of Funding
– Excluding VA Hospitals –
1984 – 1985



*Also includes Physician Fee, NIH, Federal Agencies, Grants and Voluntary Agencies, and Endowments

Figure 5:
Clinical Fellows Stipends and Benefits:
Sources of Funding
– Excluding VA Hospitals –
1984 – 1985



*Also includes Endowments, Municipal Appropriations, and Federal Agency

Table 78

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1984-85
UNIVERSITY-OWNED (Excluding VA Hospitals)

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	67.23%	41.73%
State Appropriations Earmarked for Housestaff Expenses	14.52	5.84
Municipal Appropriations Earmarked for Housestaff Expenses	0.01	0.00
Veterans Administration Appropriations	2.75	6.68
Physician Fee Revenue	0.49	14.54
Medical School/University Funds	3.85	6.56
NIH	0.12	13.31
Other Federal Agencies	0.22	1.15
Endowment Income	0.00	1.19
Foundation Grants, Voluntary Agencies	0.61	7.14
Other	10.20	1.87
TOTAL	100.00%	100.00%
Number of Hospitals	51	18

Table 79

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1984-85
MAJOR AFFILIATE (Excluding VA Hospitals)

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	84.14%	75.54%
State Appropriations Earmarked for Housestaff Expenses	1.99	0.00
Municipal Appropriations Earmarked for Housestaff Expenses	2.62	1.35
Veterans Administration Appropriations	1.18	0.96
Physician Fee Revenue	0.55	4.83
Medical School/University Funds	1.31	2.73
NIH	0.23	3.92
Other Federal Agencies	0.22	0.16
Endowment Income	0.22	0.21
Foundation Grants, Voluntary Agencies	0.57	3.88
Other	3.97	6.43
TOTAL	100.00%	100.00%
Number of Hospitals	191	65

Table 80

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1984-85 LIMITED (Excluding VA Hospitals)

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	94.89%	87.73%
State Appropriations Earmarked for Housestaff Expenses	1.18	0.00
Municipal Appropriations Earmarked for Housestaff Expenses	0.00	0.00
Veterans Administration Appropriations	0.00	0.00
Physician Fee Revenue	0.07	10.31
Medical School/University Funds	0.20	0.00
NIH	0.01	0.00
Other Federal Agencies	0.00	0.00
Endowment Income	0.00	0.00
Foundation Grants, Voluntary Agencies	0.01	0.64
Other	3.64	1.32
TOTAL	100.00%	100.00%
Number of Hospitals	44	18

Table 81

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1984-85
STATE-OWNED

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	57.51%	22.14%
State Appropriations Earmarked for Housestaff Expenses	22.00	7.32
Municipal Appropriations Earmarked for Housestaff Expenses	0.00	0.00
Veterans Administration Appropriations	4.48	8.77
Physician Fee Revenue	0.73	19.61
Medical School/University Funds	6.50	9.30
NIH	0.16	17.90
Other Federal Agencies	0.77	1.50
Endowment Income	0.58	1.56
Foundation Grants, Voluntary Agencies	1.42	10.17
Other	5.85	1.73
TOTAL	100.00%	100.00%
Number of Hospitals	39	14

Table 82

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1984-85
MUNICIPALLY-OWNED

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	71.34%	73.94%
State Appropriations Earmarked for Housestaff Expenses	2.69	0.00
Municipal Appropriations Earmarked for Housestaff Expenses	10.14	5.36
Veterans Administration Appropriations	2.34	0.00
Physician Fee Revenue	0.48	0.00
Medical School/University Funds	1.00	0.00
NIH	0.03	0.00
Other Federal Agencies	0.05	0.00
Endowment Income	0.00	0.00
Foundation Grants, Voluntary Agencies	0.17	0.00
Other	11.77	20.70
TOTAL	100.00%	100.00%
Number of Hospitals	31	7

Table 83

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1984-85
CHURCH-OWNED

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	96.03%	83.64%
State Appropriations Earmarked for Housestaff Expenses	1.50	0.00
Municipal Appropriations Earmarked for Housestaff Expenses	0.00	0.00
Veterans Administration Appropriations	0.06	0.00
Physician Fee Revenue	0.00	0.80
Medical School/University Funds	0.03	0.00
NIH	0.04	0.00
Other Federal Agencies	0.03	0.00
Endowment Income	0.00	0.00
Foundation Grants, Voluntary Agencies	0.06	7.40
Other	2.26	8.16
TOTAL	100.00%	100.00%
Number of Hospitals	47	15

Table 84

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1984-85
OTHER, NONPROFIT

	Source of Revenue	
Funding Source	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	92.17%	80.16%
State Appropriations Earmarked for Housestaff Expenses	0.55	0.13
Municipal Appropriations Earmarked for Housestaff Expenses	0.32	0.00
Veterans Administration Appropriations	0.45	1.07
Physician Fee Revenue	0.51	6.32
Medical School/University Funds	0.84	2.80
NIH	0.26	4.24
Other Federal Agencies	0.08	0.18
Endowment Income	0.06	0.23
Foundation Grants, Voluntary Agencies	0.41	3.67
Other	4.36	1.21
TOTAL	100.00%	100.00%
Number of Hospitals	169	64

Appendix A

Dollar and Percentage Increases in Mean First-Year
Housestaff Stipends
1969-1986

Academic Year	Mean Stipend	Dollar Increase Over Previous Year	Percentage Increase Over Previous Year
1969-70	$ 7,325	--	--
1970-71	8,115	$ 790	10.8%
1971-72	9,198	1,083	13.3
1972-73	9,698	500	5.4
1973-74	10,114	416	4.3
1974-75	10,692	578	5.7
1975-76	11,685	993	9.2
1976-77	12,371	686	5.9
1977-78	13,145	774	6.3
1978-79	13,904	759	5.8
1979-80	14,811	907	6.5
1980-81	16,017	1,206	8.1
1981-82	17,301	1,284	8.0
1982-83	18,910	1,609	9.3
1983-84	19,868	958	5.1
1984-85	20,808	940	4.7
1985-86	21,462	654	3.1

*Mean stipend figures represent the projected amounts reported on each annual survey and are not revised by historical data received in the subsequent year.

Appendix B

Ratios of Residents to Beds
1984-85

	Median Ratio
Nationwide (N=362)	.197
Geographic Region	
Northeastern (N=146)	.198
Southern (N=72)	.170
Midwestern (N=104)	.182
Western (N=40)	.241
Affiliation Relationship	
University-Owned (N=50)	.571
Major Affiliate (N=257)	.186
Limited Affiliate (N=44)	.130
Hospital Ownership	
State-Owned (N=37)	.489
Municipally-Owned (N=32)	.363
Church-Owned (N=47)	.130
Other, Nonprofit (N=177)	.200
Veterans Administration (N=66)	.131
Hospital Bed Size	
399 or Fewer (N=92)	.231
400-549 (N=101)	.187
550-699 (N=65)	.179
700 or More (N=104)	.187

Appendix C

Ratios of Post-M.D. Trainees to Beds (Includes Fellows)
1984-85

	Median Ratio
Nationwide (N=270)	.226
Geographic Region	
Northeastern (N=122)	.233
Southern (N=46)	.195
Midwestern (N=76)	.185
Western (N=26)	.305
Affiliation Relationship	
University-Owned (N=39)	.668
Major Affiliate (N=185)	.219
Limited Affiliate (N=39)	.151
Hospital Ownership	
State-Owned (N=25)	.691
Municipally-Owned (N=21)	.414
Church-Owned (N=38)	.135
Other, Nonprofit (N=144)	.230
Veterans Administration (N=39)	.154
Hospital Bed Size	
399 or Fewer (N=69)	.283
400-549 (N=84)	.217
550-699 (N=47)	.191
700 or More (N=70)	.224

Appendix D

Minorities as a Percentage of Total Residents
1984-85

Nationwide	Number of Hospitals	Mean	Median
Geographic Region	352	5.75%	2.74%
Northeastern	141	5.53	2.61
Southern	70	6.53	2.60
Midwestern	100	5.15	3.06
Western	41	6.61	3.13
Affiliation Relationship			
University-Owned	48	6.32	3.75
Major Affiliate	250	5.87	2.60
Limited Affiliate	43	4.43	1.89
Hospital Ownership			
State-Owned	37	5.42	3.49
Municipally-Owned	31	8.36	5.16
Church-Owned	45	6.27	3.77
Other, Nonprofit	172	4.38	2.22
Veterans Administration	64	8.16	1.94
Hospital Bed Size			
399 or Fewer	90	6.13	1.95
400-549	98	6.36	2.67
550-699	61	3.58	2.59
700 or More	103	6.11	3.28

Appendix E

Minorities as a Percentage of Total Residents and Fellows
1984-85

Nationwide	Number of Hospitals	Mean	Median
Geographic Region	261	5.06%	2.48%
Northeastern	117	5.05	2.49
Southern	44	6.33	2.43
Midwestern	73	4.03	2.63
Western	27	5.44	2.86
Affiliation Relationship			
University-Owned	38	5.72	3.16
Major Affiliate	178	4.96	2.35
Limited Affiliate	38	4.59	1.82
Hospital Ownership			
State-Owned	25	4.57	3.16
Municipally-Owned	21	8.63	4.28
Church-Owned	36	5.44	3.85
Other, Nonprofit	140	4.14	1.78
Veterans Administration	37	6.29	.62
Hospital Bed Size			
399 or Fewer	67	5.55	2.49
400-549	81	5.52	2.83
550-699	44	3.45	2.35
700 or More	69	4.92	2.54

Appendix F

COTH SURVEY OF HOUSESTAFF STIPENDS, BENEFITS, AND FUNDING

April 1985

Name of Hospital_____

City/State_____

Membership Code # _____

A. Housestaff Funding

			1985–86	1984–85
1. What is the cash stipend per year?		1st Post-MD Year	$_____	$_____
		2nd Post-MD Year	$_____	$_____
Are 1985–86 stipends estimated?	YES_____	3rd Post-MD Year	$_____	$_____
	NO _____	4th Post-MD Year	$_____	$_____
		5th Post-MD Year	$_____	$_____
		6th Post-MD Year	$_____	$_____

2. Is the cash stipend the same across all specialties? YES____ NO_____
   If no, which specialties have stipends that are higher or lower than the figures reported above?_____

3. How many full-time equivalent (f.t.e.) residents and fellows does the hospital have? a. Residents____ b. Clinical Fellows____

4. Please indicate the distribution of FTE residents and clinical fellows by post-graduate year in 1984–85:
   ("Residents" are defined as those individuals participating in one of the 23 specialty programs accredited by actions of the Residency Review Committees as listed in the *1985–86 Directory of Residency Training Programs*, pp. 8–9.)

	Number			Number	
	Residents	Clinical Fellows		Residents	Clinical Fellows
PGY 1	_____	__X__	PGY 5	_____	_____
PGY 2	_____	__X__	PGY 6	_____	_____
PGY 3	_____	__X__	Beyond PGY 6	_____	_____
PGY 4	_____	_____			

5. What sources are used to pay the costs of 1984–85 stipends and fringe benefits for housestaff at your hospital? (If you cannot separate the data by resident/fellow please use column 1, and check this box. ☐)

	1.) Residents	2.) Clinical Fellows
a. Patient revenues and general operating appropriations for the hospital	$_____	$_____
b. State appropriations earmarked for housestaff expenses	$_____	$_____
c. Municipal appropriations earmarked for housestaff expenses	$_____	$_____
d. Veterans Administration appropriations	$_____	$_____
e. Physician fee revenue	$_____	$_____
f. Medical school/university funds	$_____	$_____
g. NIH	$_____	$_____
h. Other federal agencies	$_____	$_____
i. Endowment income	$_____	$_____
j. Foundation grants/voluntary agencies	$_____	$_____
k. Other (specify)_____	$_____	$_____
l. Other (specify)_____	$_____	$_____
M. TOTAL	$_____	$_____

6. Based on the amount enumerated in question 5 above, what is the estimated total dollars to be spent on stipends and fringe benefits for housestaff in your hospital in 1984–85?

	Residents	Clinical Fellows
a. Stipends	$_____	$_____
b. Fringe Benefits (including FICA and other insurance)	$_____	$_____
C. TOTAL (Should be the same as 5 M above)	$_____	$_____

7. What percentage of the hospital's total operating budget is spent for housestaff stipends and benefits? Residents _____%
   Clinical Fellows _____%

B. Housestaff Benefits

8. What percentage of the costs for health insurance premiums does your hospital contribute? Housestaff_____%
   Dependents_____%

Check those health benefits covered:	Housestaff	Dependents
a. Hospitalization including inpatient physician services and major medical including at least a portion of outpatient services	_____	_____
b. Dental services	_____	_____
c. Prescription drugs	_____	_____
d. Hospital employee health service program	_____	_____

9. Please check below to indicate whether the following benefits are provided to 1st year house officers:

	Hospital Provides at No Cost	Reduced Rate	Hospital Does Not Provide
a. Life insurance			
b. Disability insurance			
c. Parking			
d. Housing			
e. Meals (1) when working and on call			
(2) only when on call			

10. Does your hospital offer psychiatric counseling or psychosocial support at *no cost* to housestaff? YES_____ NO_____

11. a. How many weeks do house officers receive as vacation during a year?
(1) 1st year house officers: _____weeks
(2) 2nd year house officers: _____weeks

b. During the year, how many days may a house officer spend in off-site educational seminars? _____days

C. Other Issues

12. Do you offer any positions for "volunteer" (unpaid) residents who do not receive funding from any source, including patient fees?

_____yes _____Number on-duty in 1984–85. _____no

13. Did the proportion of time residents were assigned to ambulatory care training sites change in 1984–85? (Please check most appropriate)

SPECIALTY	INCREASED	DECREASED	NO CHANGE
Internal Medicine	_____	_____	_____
Pediatrics	_____	_____	_____
OB/GYN	_____	_____	_____
General Surgery	_____	_____	_____
_____ (other, please specify)	_____	_____	_____

14. Section 132 of The Tax Reform Act of 1984 requires employers to include services provided to the employee (unless one of four exceptions is met) by that employer when reporting the individual's gross income. Has this change in the tax law led to a change in the hospital's benefits for residents? _____yes, please describe:_____

_____

_____no

15. Are third and/or fourth year medical students allowed to write orders? _____yes _____no. Comments:_____

_____

16. a. On what basis do housestaff and medical students acquire malpractice coverage when rotating within the framework of an affiliation agreement? (Please indicate most frequent arrangements)

Housestaff	Medical students	
_____	_____	coverage provided by the affiliated medical school
_____	_____	coverage provided by the "lead" hospital
_____	_____	coverage provided by each hospital during the time of assignment
_____	_____	coverage provided by the practice plan
_____	_____	coverage provided by a medical education consortium
_____	_____	Other:_____

b. On what basis do housestaff and medical students acquire malpractice coverage when attending an out-of-state institution which is not within the framework of a formal affiliation agreement? (Please indicate most frequent arrangements)

Housestaff	Medical students	
_____	_____	coverage provided by the affiliated medical school
_____	_____	coverage provided by the "lead" hospital
_____	_____	coverage provided by each hospital during the time of assignment
_____	_____	coverage provided by the practice plan
_____	_____	coverage provided by a medical education consortium
_____	_____	Other:_____

17. How many of the house officers at your hospital belong to these minorities?

	Black American		American Indian		Mexican American		Mainland Puerto Rico	
	1st Yr	Total	1st Yr	Total	1st Yr	Total	1st Yr	Total
Family Practice								
Medical Specialties								
Surgical Specialties								
Other Specialties								

THANK YOU.

Person to contact for questions about this questionnaire:_____

Mailing Address:_____

Area Code and Telephone Number:_____

Please complete and return by *May 31, 1985* to:

Department of Teaching Hospitals, Association of American Medical Colleges
One Dupont Circle, N.W., Suite #200, Washington, DC 20036
(202) 828-0488

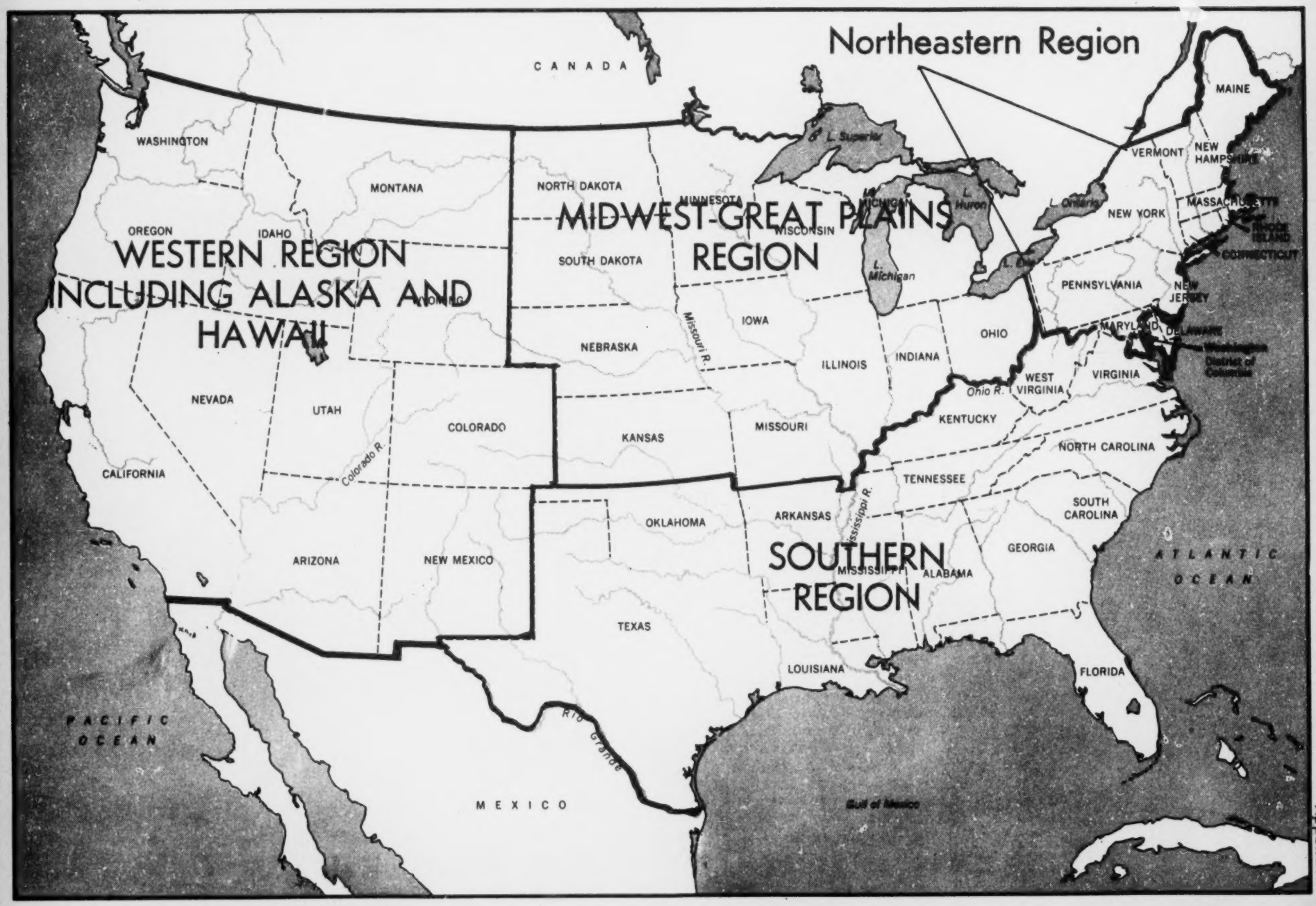
Appendix G

Response Rate for 1985 Survey of Housestaff Stipends, Benefits, and Funding

Hospital Category	Number of Responding Hospitals	Number of COTH Members	Response Rate
Total Membership	366	440	84%
Geographic Region			
Northeastern	148	173	86
Southern	72	87	83
Midwestern	105	118	89
Western	41	53	78
Affiliation Relationship			
University-Owned	51	61	84
Major Affiliate	260	310	84
Limited Affiliate	44*	51**	87
Hospital Ownership			
State-Owned	39	47	83
Municipally-Owned	31	38	82
Church-Owned	47	55	86
Other, Non-Profit	178	213	84
Veterans Administration	67	72	94
Hospital Bed Size			
399 or Fewer	93	116	81
400 - 549	101	120	85
550 - 699	67	79	85
700 or More	105	119	89

* Includes six unaffiliated hospitals.

** Includes seven unaffiliated hospitals.


Northeastern Region
CANADA
MAINE
WASHINGTON
L. Superior
VERMONT
NEW HAMPSHIRE
MONTANA
NORTH DAKOTA
MINNESOTA
MICHIGAN
L. Huron
L. Ontario
NEW YORK
MASSACHUSETTS
RHODE ISLAND
CONNECTICUT
OREGON
IDAHO
WISCONSIN
MIDWEST-GREAT PLAINS REGION
WESTERN REGION INCLUDING ALASKA AND HAWAII
SOUTH DAKOTA
L. Michigan
L. Erie
PENNSYLVANIA
NEW JERSEY
WYOMING
IOWA
Missouri R.
MARYLAND
DELAWARE
Washington District of Columbia
NEBRASKA
ILLINOIS
INDIANA
OHIO
WEST VIRGINIA
VIRGINIA
NEVADA
UTAH
COLORADO
KANSAS
MISSOURI
Ohio R.
KENTUCKY
NORTH CAROLINA
CALIFORNIA
Colorado R.
TENNESSEE
SOUTH CAROLINA
OKLAHOMA
ARKANSAS
Mississippi R.
ATLANTIC OCEAN
ARIZONA
NEW MEXICO
SOUTHERN REGION
GEORGIA
MISSISSIPPI
ALABAMA
TEXAS
LOUISIANA
FLORIDA
PACIFIC OCEAN
Rio Grande
MEXICO
Gulf of Mexico

Appendix H